

Regular Faculty Information (tenured/tenure track) (FHI)

VISION STATEMENT

BOT 1.1

Date of Last Update:

June 01, 2017

Approved By:

- Board of Trustees

Responsible Office:

Legal, Compliance & Risk Management

POLICY SCOPE

Vision Statement: Grand Valley State University demonstrates its commitment to providing an inclusive learning environment where all students can explore new directions, find their niches, and develop skills for life and productive careers. Grand Valley is known for increasingly innovative and outstanding teaching, recognized scholarship, significant community engagement, and excellent stewardship of its resources. Our university inspires and equips students to be active lifelong learners and global citizens. Grand Valley strives to be a model public university shaping leaders for success.

MISSION STATEMENT

BOT 1.2

Date of Last Update:

June 01, 2017

Approved By:

- Board of Trustees

Responsible Office:

Legal, Compliance & Risk Management

POLICY SCOPE

Mission Statement: Grand Valley State University educates students to shape their lives, their professions, and their societies. The university contributes to the enrichment of society through excellent teaching, active scholarship, and public service.

VALUES STATEMENT

BOT 1.3

Date of Last Update:

June 01, 2017

Approved By:

- Board of Trustees

Responsible Office:

Legal, Compliance & Risk Management

POLICY SCOPE

Values Statement:

At Grand Valley State University, the primary focus is on the success of students. To that end, the principles of liberal education permeate all programs and areas of study. This broad educational perspective provides students with the general knowledge and transferable skills necessary to positively influence their communities, their professions, and the broader world.

The institution is characterized by and known for its superior student-centered teaching and learning. Students acquire new knowledge and explore its application through artistic expression, scholarly activity, and active engagement in a variety of communities — to students we are a big university with a small college feel.

Our mission, vision, and strategic outcomes reflect the seven core values that define students, faculty and staff members. These core values provide a foundation and framework for all of Grand Valley's decision-making processes. We use them as touchstones in developing the strategies and tactics that lead to the attainment of the institutional outcomes and strategic priority areas and objectives of our strategic plan. We translate our values into actions institution-wide; they are reflected in the policies, practices, and assessments we implement

every day. These core values are described as follows:

Excellence

Grand Valley State University values excellence in all aspects of its enterprise. Our students' levels of performance in learning, scholarship, and community service; our stewardship of resources; our regular assessment and refinement of instructional and operational processes; and our shared dedication to excellence compel us to strive for exemplary and responsible outcomes in all that we do. Within our academic community, we individually and collectively celebrate our successes and the difference our commitment to excellence makes to individuals and communities in West Michigan, the state, the nation, and the world.

Integrity

Grand Valley State University values honesty, fairness, and openness in its actions, transactions, and communications. Our emphasis on integrity compels us to respect and teach the fundamental tenets of a liberal education that remain central to our identity and reputation. We moreover value the incorporation of ethics into critical thinking and decision making institution-wide. The value we place on integrity underscores our intention to be trustworthy, dependable, and adhere to legal and regulatory requirements; we aspire to set an example for others in our words and actions. Our stakeholders and the public can count on Grand Valley to make wise decisions and carry them out transparently and with fidelity to the university's mission and vision for its future. As members of the Grand Valley community we hold ourselves accountable to each other, the institution, and the broader public that we serve.

Inquiry

Grand Valley State University values inquiry, which encourages the lifelong pursuit of knowledge to improve the human condition and expand our understanding of the world. Consistent with our historical commitment to liberal education, we invest our resources to promote intellectual growth, creativity, scholarship, and critical thinking in our students, our faculty and staff, and the communities we serve. We promote global education and an internationalization of our curriculum that celebrates and encourages intellectual exploration, open discourse, and the unfettered expression that characterizes the academy. We celebrate and promote freedom of speech as foundational to the creation and dissemination of knowledge in every discipline. We are committed to learning as a means of preparing individuals for academic success, meaningful careers, and exemplary community service.

Inclusiveness

Grand Valley State University values all identities, perspectives, and backgrounds and is dedicated to incorporating multiple voices and experiences into every aspect of its operations. We believe

that diversity competencies are an intellectual asset and that a range of thoughtful perspectives and a commitment to open inquiry strengthens our liberal education tradition. We recognize that the long-term viability of the institution depends upon anticipating and meeting the needs of emerging constituent groups, especially our changing student body. Therefore, the institution seeks to include, engage, and support diverse groups of students, faculty and staff members, as well as community members. Grand Valley is committed to strengthening our living, learning, and working environment by recognizing and removing the barriers to full participation and providing a safe, inclusive, vibrant community for all.

Community

Grand Valley State University values its connections to, participation with, and responsibility to local communities, West Michigan, the state, the nation, and the world. We value the collaboration of faculty members, staff members, and students with external partners in addressing mutual interests and community needs. The university offers the communities it serves resources and inspiration in their own lifelong pursuit of knowledge. Faculty and staff members are encouraged to contribute their expertise and service working in partnership with communities. Students are encouraged to take part in various service learning and volunteer opportunities in their communities and abroad. To foster and expand these community connections, the institution and its members promote, value, and honor diverse perspectives.

Sustainability

Grand Valley State University values the guiding principles of sustainability in helping to meet the current needs of our faculty members, staff members, and students without compromising the needs and resources of future generations. We are committed to working with our community partners to create a sustainable future for our university, our community, our region, our state, our nation, and the world. We model applied sustainability best practices in our campus operations and administration, education for sustainable development, student involvement, and community engagement by promoting social responsibility, practicing fiscal responsibility, and encouraging environmental stewardship. We provide our students with excellence in education for sustainable development by imbedding theory, systems-oriented thinking, and service learning into our curricular and extracurricular programs.

Innovation

Grand Valley State University encourages and appreciates innovation. We value entrepreneurship and integrative interdisciplinary collaboration that solves local, regional, and global problems and advances the common good. We strive for the development of innovative products, systems, and services that contribute to improvements in the wellbeing of individuals and our world. We trust that scholarship and the new knowledge it produces are worthy of our investments in their

creation and proliferation. We manage our resources and structure our university to encourage new ideas, creativity in all its forms, and novel approaches to answering the most important and challenging questions of our time.

ACADEMIC COLLEGES AND LIBRARY

BOT 3.1

Date of Last Update:

April 19, 2017

Approved By:

- Board of Trustees

Responsible Office:

Legal, Compliance & Risk Management

POLICY SCOPE

3.1 Academic Organization

3.1.1 [Academic Colleges](#)

The table of organization indicates eight colleges under Academic Affairs: College of Liberal Arts and Sciences, Seidman College of Business, College of Community and Public Service, College of Education, Padnos College of Engineering and Computing, College of Health Professions, Kirkhof College of Nursing, and Brooks College of Interdisciplinary Studies. Each college is headed by a dean. He/she is the appointing officer for that college.

3.1.2 [Library](#)

The library's primary goals are to: 1) unify content and provide intuitive access to information resources; 2) develop robust outreach and instruction programs to support teaching and learning of students and faculty; 3) build programs to support new models of scholarly dissemination; 4) build sustainable collections that respond to emerging models and support the university community needs; 5) optimize library space; and 6) offer high-quality library services.

ACADEMIC GOVERNANCE

BOT 3.1.4

Date of Last Update:

October 02, 2017

Approved By:

- Board of Trustees

Responsible Office:

Legal, Compliance & Risk Management

POLICY SCOPE**3.1.4 [Academic Governance](#)**

The [University Academic Senate \(UAS\)](#) is the highest faculty governance body. It has the authority to deal with any academic issue or faculty concern. It makes recommendations to the Provost and/or the President. Senate membership consists of faculty members elected from and by the faculty of each College and the University Libraries, and students selected by the Student Senate, including the President of the Student Senate. The Provost and designees and the Deans (of any rank) are members ex officio, non-voting.

UAS Faculty Membership: Faculty membership for each college and the library will be determined by the following formula:

1-19 faculty = 1 member

20-39 faculty = 2 members

40-59 faculty = 3 members

60-79 faculty = 4 members

80-99 faculty = 5 members, and so forth

Terms of office are three years, staggered for the University Libraries and Colleges with more than one member. Representatives must have tenure/tenure-track faculty status and will only represent one College. Formal joint appointment equivalency can be counted toward tenure/tenure-track representation totals. Tenure/tenure-track faculty will be counted on the first class day of the winter semester of the preceding academic year.

UAS Student Membership: The Student Senate selects five members, including the Student Senate President and four representatives, one of which shall be a graduate student, in accordance with written Student Senate constitution and bylaws. Student members serve one-year terms.

UAS Administrative Membership: The Provost and designees, and the Deans (of any rank) are members ex-officio, non-voting.

The **Executive Committee of the Senate (ECS)** serves as the clearing house for matters to be presented to the UAS. Such matters are discussed by ECS before its recommendations are made to the Senate. ECS membership consists of faculty senators from academic colleges and the library, the Student Senate President or designee, and the Provost and designees, ex officio, non-voting.

ECS Faculty Membership: Faculty membership of the ECS consists of seven members from the College of Liberal Arts and Sciences, two from the Seidman College of Business, one from each of the remaining Colleges, and one from the University libraries. The term of office is three years beginning at the end of the winter semester. ECS members will also serve as UAS senators for their elected term. Terms of those from colleges with two or more members are staggered.

ECS Student Membership: The President of the Student Senate or designee serves on ECS during his/her term of office.

ECS Administration Membership: The Provost and designees are members ex officio, non-voting.

ECS Additional Criteria: If the number of representatives from professional colleges increase, the number of representatives from CLAS will increase to match this number, based on a 50% principle (Brooks College representative is counted in CLAS membership).

Standing committees that report to the Senate via ECS include the Academic Policies and Standards Committee, Faculty Facilities Planning Advisory Committee, Faculty Personnel Policy Committee, Faculty Salary and Budget Committee, Pew Faculty Teaching Learning Center Advisory Committee, General Education Committee, Graduate Council, Equity and Inclusion Committee; University Assessment Committee, and University Curriculum Committee. The composition of each committee is described in the UAS Bylaws and always includes elected college and library representatives.

Copies of agendas and approved minutes of all meetings are posted on the Faculty Governance website. Agendas are sent out electronically to committee members one week prior to meetings, and minutes are usually posted and distributed electronically within two weeks following a meeting. Faculty members may petition for a referendum if there is strong opposition to an

action taken by UAS.

Details regarding membership, responsibilities, and rules of procedures are given in the UAS By-laws which are incorporated into the Faculty Handbook.

ACADEMIC STANDARDS AND CALENDAR

BOT 3.3

Date of Last Update:

April 19, 2017

Approved By:

- Board of Trustees

Responsible Office:

Legal, Compliance & Risk Management

POLICY SCOPE

3.3 Academic Standards and Calendar

3.3.1. Academic Standards

Grand Valley is an academic institution dedicated to providing the highest level of quality instruction possible. Academic standards, levels of scholastic achievement, and grading systems are established on a university-wide basis after careful review by representative faculty members and the Provost/Vice President for Academic Affairs.

3.3.2. Academic Calendar

The University operates on a semester system, providing for fall and winter semesters and a spring/summer session. Each semester is a minimum of 15 weeks in length, including days required for final examination. The spring/summer session will be 12 weeks in length, including two 6-week sessions. Each session is academically equivalent to the 15-week semester. All academic units operate on the semester system.

GENERAL PERSONNEL POLICIES FOR FACULTY AND STAFF - PERSONNEL

BOT 4.1.1

Date of Last Update:

June 01, 2017

Approved By:

- Board of Trustees

Responsible Office:

Legal, Compliance & Risk Management

POLICY STATEMENT

4.1.1 Personnel

Administration is a service activity in which each appointing officer has a role. The authority over the personnel program resides in the Board of Trustees, although the president, as agent of the board, and other officers he/she may designate ("appointing officers") have the authority to make appointments within the approved personnel program. Centralized within the Human Resources office is the responsibility and advisory authority to determine that the philosophy and policies of the personnel program are effectively applied.

GENERAL PERSONNEL POLICIES FOR FACULTY AND STAFF - EQUAL OPPORTUNITY

BOT 4.1.2

Date of Last Update:

June 01, 2017

Approved By:

- Board of Trustees

Responsible Office:

Legal, Compliance & Risk Management

POLICY STATEMENT

4.1.2 Equal Opportunity

The president and other officers to whom he/she designates authority for personnel actions are

responsible for the enthusiastic application of all laws and regulations concerning fair employment practices, equal opportunity, etc., to all matters with respect to recruitment, appointment, assignment, and promotion of university's personnel. Matters of affirmative action are outlined in the "Affirmative Action Program" maintained in the affirmative action office.

GENERAL PERSONNEL POLICIES FOR FACULTY AND STAFF - UNIVERSITY RESPONSIBILITIES

BOT 4.1.3

Date of Last Update:

June 01, 2017

Approved By:

- Board of Trustees

Responsible Office:

Legal, Compliance & Risk Management

POLICY STATEMENT

4.1.3 University Responsibilities

The president and other officers to whom he/she designates authority are responsible for administering the university and its property, supervising its operations, assigning and directing its faculty and staff, changing or introducing new operations, methods, or facilities, appointing, assigning, or disciplining faculty and staff members, subject to the guidelines herein set forth, and establishing such procedures which may be needed from time to time. For purposes of this Section 1, "faculty and staff" shall mean an employee covered by Section 4 of the Board of Trustees' Policies.

GENERAL PERSONNEL POLICIES FOR FACULTY AND STAFF - DISCIPLINARY PROCEDURE

BOT 4.1.4

Date of Last Update:

June 01, 2017

Approved By:

- Board of Trustees

Responsible Office:

Legal, Compliance & Risk Management

POLICY STATEMENT**4.1.4 Disciplinary Procedure**

The president and other administrators to whom he/she designates authority are responsible for discipline which normally shall be corrective rather than punitive in nature. A typical procedure for disciplinary action will be, depending on the seriousness or frequency of the cause, an oral discussion, a written warning, disciplinary lay-off without pay, and dismissal. All disciplinary actions are subject to the appropriate grievance procedure.

**GENERAL PERSONNEL POLICIES FOR FACULTY AND STAFF -
PERSONNEL INFORMATION**

BOT 4.1.5

Date of Last Update:

June 01, 2017

Approved By:

- Board of Trustees

Responsible Office:

Legal, Compliance & Risk Management

POLICY STATEMENT**4.1.5 Personnel Information**

All personnel information and files maintained by Grand Valley State University are the confidential property of the university and are maintained in the Human Resources Office. Faculty and staff members can expect that a right to a reasonable degree of privacy will be honored and that the confidential character of certain personnel data will be respected as such. Generally release of information and/or access to such information should be restricted in accordance with

the policies herein set forth. Whenever possible, information released for public purposes shall be in a form which will protect the anonymity of the individual; however, as of October 1979, Michigan law does require that salary information be available to the public. All personnel information collected shall be pertinent to the needs of the university. Access to personnel files is limited to those persons responsible for personnel and the faculty or staff member's supervisor. Letters of recommendation are the confidential property of the provider. A faculty or staff member will not be given access to letters of recommendation concerning himself/herself unless the provider of such recommendation agrees, in writing, to allow such access. All personnel records will be retained for the length of the faculty or staff member's service and thereafter in compliance with all applicable federal, state and local laws. Temporary records such as insurance claims will be maintained only so long as they have a useful life. Records of terminated faculty and staff members will be maintained for a minimum of seven years and thereafter only those portions having a useful life will be maintained. Information of an official nature for state and federal agencies will be provided to the extent of the matter at hand and within the limits of the law. No anonymous information will be maintained in the files. Records of disciplinary actions will be placed in the personnel files only after the individual has had an opportunity to view a copy. The university will provide prospective employers with title, employment dates, and eligibility for rehire status only, unless additional information is requested by the faculty or staff member or former faculty or staff member. Recommendations by individual supervisors may be made at their own discretion and at their own risk, recognizing that the university may be responsible for the information given.

Personnel files may include, but are not limited to, payroll information and documentation, records of employment actions and documentation, records required by federal, state and local law, employment applications, vitae and resumes, recommendations, interview comments, fringe benefit information, merit and performance evaluation, records and documentation of disciplinary actions, official transcripts of baccalaureate or post baccalaureate degrees and such other information as may be needed from time to time. Other files maintained in accordance with the faculty appointment and evaluation policy and covered by the limitations expressed in that policy may be housed elsewhere.

GENERAL PERSONNEL POLICIES FOR FACULTY AND STAFF - CONFLICT OF INTEREST

BOT 4.1.6

Date of Last Update:

June 01, 2017

Approved By:

- Board of Trustees

Responsible Office:

Legal, Compliance & Risk Management

POLICY STATEMENT

4.1.6 Conflict of Interest

4.1.6.1 Employment. Appointment of any relative of a faculty or staff member must be approved by the president in advance of the appointment in order to insure that no conflicts of interest exist. Each appointing officer must insure that no conflicts of interest exist in matters of appointment, retention, promotion, termination, assignment or other conditions of employment for relatives of faculty or staff members within his or her unit.

4.1.6.2 Financial. It shall be the responsibility of the president (or his/her designee) to insure that conflicts of financial interest do not occur, and to take such steps to protect the university as seem to be required. The university respects the rights of its faculty and staff members in their activities outside their employment which are private in nature and which in no way conflict with or reflect upon the university.

4.1.6.3 Political Candidates or Office Holder. The university affirms the rights of its faculty and staff members as citizens to be active in political affairs which do not conflict with the professional standards and ethics of their employment. It shall be the responsibility of the president (or his/her designee) to ensure that conflicts involving professional standards and ethics do not occur with Grand Valley State University faculty and staff members who are political candidates or office holders, and to take such steps to protect the university as may be required.

**GENERAL PERSONNEL POLICIES FOR FACULTY AND STAFF -
EMERITUS APPOINTMENT**

BOT 4.1.7

Date of Last Update:

February 08, 2019

Approved By:

- Board of Trustees

Responsible Office:

Legal, Compliance & Risk Management

POLICY STATEMENT**4.1.7 Emeritus Appointment**

Any retired faculty or staff member of the university who has made a significant contribution to the university through a reasonable period of service is eligible for emeritus status with an emeritus title usually conforming to that held at retirement. The president's recommendation to the Board of Trustees will be made after consultation with the appointing officer, colleagues and vice-president.

This recommendation may be made posthumously if all other criteria except retirement status have been met. In its sole judgement, the Board of Trustees reserves the right to revoke emeritus status. Emeriti will be appointed without compensation.

**GENERAL PERSONNEL POLICIES FOR FACULTY AND STAFF -
HONORARY TITLES**

BOT 4.1.8

Date of Last Update:

June 01, 2017

Approved By:

- Board of Trustees

Responsible Office:

Legal, Compliance & Risk Management

POLICY STATEMENT**4.1.8 Honorary Titles**

Persons who are performing significant services to the university may be given an honorary title conforming to the service performed upon recommendation of the president to the Board of Trustees. Honorary faculty and staff will be listed in appropriate publications, may participate in commencement, use library facilities, and will be encouraged to take an active role in the university. They will be appointed without compensation. The duration of an honorary

appointment shall coincide with the period of service rendered.

GENERAL PERSONNEL POLICIES FOR FACULTY AND STAFF - VERIFICATION OF CREDENTIALS

BOT 4.1.9

Date of Last Update:

June 01, 2017

Approved By:

- Board of Trustees

Responsible Office:

Legal, Compliance & Risk Management

POLICY STATEMENT

4.1.9 Verification of Credentials

All advanced degrees recognized by the university must be earned from institutions approved by recognized accrediting bodies. In the case of foreign degrees, a formal evaluation will be made by the appointing officer to determine equivalency with degrees awarded in the United States.

GENERAL PERSONNEL POLICIES FOR FACULTY AND STAFF - OBLIGATIONS OF APPOINTEES

BOT 4.1.10

Date of Last Update:

June 01, 2017

Approved By:

- Board of Trustees

Responsible Office:

Legal, Compliance & Risk Management

POLICY STATEMENT

4.1.10 Obligations of Appointees

As the result of accepting an appointment, the recipient becomes obligated to comply with all policies and regulations of the university applicable to the position including those in effect at the time of appointment and those duly adopted and issued thereafter. This obligation does not contravene the appointee's rights of academic freedom or the express terms and conditions of the appointment. Among such policies are the following:

4.1.10.1 Outside employment. Since faculty and staff members are required to fulfill their responsibilities completely and effectively, any outside employment which a faculty or staff member wishes to undertake must be approved in advance by the appointing officer.

4.1.10.2 Rights in published material, inventions and secret processes. Grand Valley State University seeks to promote the public good through excellence in teaching, active scholarship, and service. In the course of these activities, faculty, staff, and students create Intellectual Property that may be eligible for copyright, patent, and other forms of legal protection. In order to reinforce the fairness of mutual commitment and in the spirit of academic freedom, the University recognizes the rich and varied products of individual scholarship, in all its manifestations, are rightly the property of the Creator except as otherwise defined by this policy. The University also recognizes that Intellectual Property should remain available for the benefit of the entire University community and that the Creators shall not use Intellectual Property in conflict or competition with the University. Therefore, the Grand Valley State University community seeks to establish an environment in which the creation of Intellectual Property is suitably recognized as an academic achievement and in which the benefits of intellectual property to the creators, the university community, and the general public are optimized.

A. **Ownership.** All Intellectual Property shall be owned by its Creators when such Intellectual Property is not considered 1) work made for hire; 2) expressly assigned or commissioned by the University; 3) grant or contract funded through the University; or 4) to require more than nominal use of University resources. Irrespective of ownership, Creators shall disclose promptly and with full disclosure, in the manner prescribed by the university in order to protect confidentiality of the Intellectual Property, to the Finance and Administration Office any Intellectual Property discovered or created as a result of 1) work made for hire; 2) expressly assigned or commissioned by the University; 3) grant or contract funded through the University; or 4) more than nominal use of University resources. The President or designee by written agreement is authorized to make exceptions to this paragraph.

B. **Right to use.** In the event the Intellectual Property is owned by the Creator but involved University resources in the discovery or creation of the Intellectual Property, the University will retain a non-exclusive license to use the Intellectual Property within the University

provided attribution is given to the Creator(s) of the Intellectual Property. In the event the Creator leaves the employ of the University, the University shall be able to modify the Intellectual Property for use within the University.

C. Commercial Application. Three options for the commercialization of a technology are noted below. The option will be chosen by Creator(s) and the Finance and Administration Office jointly, prior to the expenditure of substantial University resources. The option chosen should be that which best serves the mission of the University, including the objectives of this policy, and which is consistent with the available technology transfer resources of the University.

The following options for commercialization are available:

1. Licensing Third Parties. The University may license or assign Intellectual Property to external entities for further development and commercialization in exchange for a return on resulting revenues. The University and Creator shall divide the return on resulting revenues using one of the two formulas as follows:

A. The University and the Creator divide the gross revenue 70% to the University and 30% to the Creator but the University assumes the expenses related to legal protection, marketing and commercialization and licensing and other transactional expenses related to the Intellectual property; or,

B. The University and the Creator divide the net revenue 50% to the University and 50% to the Creator but the University first recovers its expenses related to legal protection, marketing and commercialization and licensing and other transactional expenses related to the Intellectual property.

If the University decides not to protect or license the Intellectual Property, or subsequently decides to not pursue commercialization of the Intellectual Property it may be reassigned to the Creator(s), upon request, in accordance with option 3 below.

2. Licensing Business Entities in which a Creator holds an ownership or management interest. The University or an affiliated entity may enter into license agreements with business entities in which the Creator holds an ownership interest. The terms may include royalty payment, equity interest, or a combination thereof.

3. Reassignment of ownership to Creator. The University may reassign ownership of Intellectual Property to Creator(s) who elects to market and protect the Intellectual Property. The return to the University for a reassignment of ownership will be ten percent (10%) of the net revenue generated by the Intellectual Property.

D. Definitions.

1. "Creator" shall mean a faculty or staff member who invents, discovers or creates Intellectual Property using University resources.
2. "Intellectual Property" shall mean Academic Works and Technical Works.
3. "Academic Works" shall mean Intellectual Properties that are artistic, scholarly, instructional or entertainment in nature and are not Technical Works. Academic Works include instructional materials, books, journal articles, written reports of research to the extent that they do not contain Technical Works, creative writings, manuscripts, music and art work
4. "Technical Works" shall mean Intellectual Properties that are generally of a scientific, engineering or technical nature such as patentable or unpatentable inventions, devices, machines, processes, methods, invented or manufactured substances, and computer software.
5. "Nominal Use of University Resources" shall mean use that is customary or usual within the faculty, staff and student's appointment and assignment such as the use of an assigned office, computer, computing network, photocopier or similar reproduction device, telephone or similar telecommunication device, and office supplies in the ordinary support of his or her teaching, scholarly activities and service.

4.1.10.3 Oath of Teachers. Before serving in a teaching position, an appointee will have taken and subscribed the following oath or affirmation as required by Act 23 of the Public Acts of 1935:

"I do solemnly swear (or affirm) that I will support the Constitution of the United States of America and the Constitution of the State of Michigan, and that I will faithfully discharge the duties of my position according to the best of my ability."

4.1.10.4 [Research Integrity](#). Research, scholarship and creative activities are central to fulfilling the mission of the University. It is policy of the University that all employees, students, partners and affiliates always perform their roles related to research, scholarship and creative activity with ethical integrity. This requirement reflects a culture publicly committed to developing and fostering the highest standards of professional ethics. Research integrity is demonstrated in the decisions and actions that exemplify our core ethical values.

A. Core Ethical Values: The core ethical values in research related activities, including scholarship and creative performance, include: 1) truthfulness and honesty; 2) nonmaleficence and beneficence; 3) trustworthiness, reliability, confidentiality, respect, and collegiality; and 4) accountability.

1. Intellectual and creative activities require thoroughgoing truthfulness and honesty in proposing, conducting and reporting research related activities, scholarship and artistic performance.
 2. Endeavors involving human or animal subjects require balancing non-maleficence with beneficence in minimizing burdens to research subjects in relation to the potential benefits to those subjects and others.
 3. Research integrity requires trustworthiness and reliability in recognizing and building on the prior work of others, confidentiality in peer review and assessment, and respect and collegiality in interactions with colleagues and students.
 4. The broader community's welfare depends upon explicit researcher accountability for all research, scholarship and creative performance related activities, and for reporting misconduct about which one has direct knowledge.
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GENERAL PERSONNEL POLICIES FOR FACULTY AND STAFF - PARKING

BOT 4.1.11

Date of Last Update:

June 01, 2017

Approved By:

- Board of Trustees

Responsible Office:

Legal, Compliance & Risk Management

POLICY STATEMENT

4.1.11 Parking

The university provides free open reserved parking as near to the faculty or staff member's work station or office as possible.

GENERAL PERSONNEL POLICIES FOR FACULTY AND STAFF - KEYS

BOT 4.1.12

Date of Last Update:

June 01, 2017

Approved By:

- Board of Trustees

Responsible Office:

Legal, Compliance & Risk Management

POLICY STATEMENT**4.1.12 Keys**

All faculty and staff members are issued keys and other equipment needed in the performance of their duties. All keys and such equipment must be used only as authorized and must be returned to the university upon termination of employment.

GENERAL PERSONNEL POLICIES FOR FACULTY AND STAFF - IDENTIFICATION CARDS

BOT 4.1.13

Date of Last Update:

June 01, 2017

Approved By:

- Board of Trustees

Responsible Office:

Legal, Compliance & Risk Management

POLICY STATEMENT**4.1.13 Identification Cards**

Each faculty or staff member will be issued an identification card which must be surrendered upon termination. This card can be used for any purpose, on campus, requiring identification.

REGULAR FACULTY - KINDS OF REGULAR ACADEMIC

APPOINTMENTS

BOT 4.2.3

Date of Last Update:

February 08, 2019

Approved By:

- Board of Trustees

Responsible Office:

Legal, Compliance & Risk Management

POLICY STATEMENT

The policy language below becomes effective August 5, 2019.

4.2.3 Kinds of Regular Academic Appointments

1. **Probationary Appointments.** Probationary appointments are one, two, three or four year appointments which are renewable for a defined period of time at the end of which the appointees will be given an appointment with continuous tenure or the appointment will not be renewed.
2. **Tenured.** Appointments with continuous tenure do not occur automatically but are awarded by Grand Valley State University upon the recommendation of the appropriate College or Libraries Personnel Committee.
3. **Honorary Faculty.** This is an honorary appointment applicable to persons who who are not employed by the University, but serve students such as in clinical settings.
4. **Distinguished Professor.** Distinguished Professors are faculty members appointed by the university President. These appointments are at-will. Appointees have the right to terminate their employment at any time with or without cause or notice. Likewise, the university may terminate the appointment with or without cause or notice as it deems appropriate. All terms and conditions of employment shall be stated in the appointment letter. These appointments are without tenure and will not lead to tenure. Therefore, [Section 4.2.5-4.2.17](#) (related to renewal, promotion, tenure, probation, reduction in force, discipline, discharge, etc.) do not apply to these appointments.

5. **Academic Appointments not covered by this Section.** Those persons assigned to adjunct or other non-regular positions are not covered by Sections 4.2.1-4.2.30 of the Board of Trustees' Policies (see [Section 4.3.0](#), Non-Tenure Track Faculty and [Section 4.4.0](#), Executive, Administrative and Professional Staff).

The policy language below remains current until August 5, 2019.

4.2.3 Kinds of Regular Academic Appointments

1. **Probationary Appointments.** Probationary appointments are one, two, or three year appointments which are renewable for a defined period of time at the end of which the appointees will be given an appointment with continuous tenure or the appointment will not be renewed.
 2. **Tenured.** Appointments with continuous tenure do not occur automatically but are awarded by Grand Valley State University upon the recommendation of the appropriate College or Libraries Personnel Committee.
 3. **Clinical Faculty.** This is an honorary appointment applicable to persons who supervise students doing internships in a clinical setting. This type of appointment is not covered by the policies of this Section 2 of Chapter 4.
 4. **Distinguished Professor.** Distinguished Professors are faculty members appointed by the university President. These appointments are at-will. Appointees have the right to terminate their employment at any time with or without cause or notice. Likewise, the university may terminate the appointment with or without cause or notice as it deems appropriate. All terms and conditions of employment shall be stated in the appointment letter. These appointments are without tenure and will not lead to tenure. Therefore, [Section 4.2.5-4.2.17](#) (related to renewal, promotion, tenure, probation, reduction in force, discipline, discharge, etc.) do not apply to these appointments.
 5. **Academic Appointments not covered by this Section.** Those persons assigned to adjunct or other similar temporary positions are not to be covered by this section of the Board of Trustees' Policies (see [Section 4.3.0](#), Adjunct Faculty).
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REGULAR FACULTY PROBATIONARY APPOINTMENTS

BOT 4.2.7

Date of Last Update:

July 14, 2017

Approved By:

- Board of Trustees

Responsible Office:

Legal, Compliance & Risk Management

POLICY STATEMENT

4.2.7 Probationary Appointments

The probationary appointment review is conducted to allow the unit, college, and university to formally assess the probationary faculty member's performance as he/she progresses towards tenure and, when applicable, to offer guidance for the future tenure review.

A regular faculty member's total probationary period shall not exceed seven (7) full-time equivalent years of continuing appointment (not including unpaid leaves) at Grand Valley State University. Allowance may be given for up to three (3) full-time equivalent years of service of an academic nature in other institutions of higher learning at the rank of Assistant Professor or higher, service as a Librarian or full-time service as a visiting faculty member at the rank of Assistant Professor or higher at Grand Valley State University.

If one (1) year of prior service allowance is given, the first probationary appointment will be for three (3) years and the contract renewal review will take place in the second year of the initial 3-year contract. If the contract renewal is successful for a 2-year contract, the tenure review will take place in the fifth appointment year unless extended per [Section 4.2.7.2](#).

If two (2) years of prior service allowance is given, the first probationary appointment will be for three (3) years and the contract renewal review will take place in the second year of the initial 3-year contract. If the contract renewal is successful, the tenure review will take place in the fourth appointment year unless extended per [Section 4.2.7.2](#).

If three (3) years of prior service allowance is given, the probationary appointment will be for four (4) years. The tenure review will be the only formal review and will take place in the third appointment year unless extended per [Section 4.2.7.2](#). However, at the time of appointment, if the candidate requests and the dean approves, a pre-tenure review will take place in the second year of the initial 4-year contract.

[See table below.-](#)

The exact number of years equated toward the probationary period will be stipulated in writing as a part of the appointment process. Years granted for prior service count towards promotion eligibility. Years granted for prior service affect sabbatical eligibility as described in [Section 4.2.25](#).

If allowance for previous service is stipulated, it shall not subsequently be changed, rescinded or revoked. Notwithstanding any other provision of Chapter 4 of the Board of Trustees' Policies, a regular faculty member's probationary period shall not be extended once it is established.

If allowance for prior service is not granted, a faculty member will be appointed for an initial four (4) year period and the first formal review for this appointment will occur in the winter semester of the third year. If the first formal review is successful, the faculty member will be eligible for a three (3) year renewal appointment.

The second formal review occurs during the winter semester of the sixth year of the probationary period. The second formal review will be the tenure decision.

In the event allowance for prior service was not granted, if the first formal review is not successful, the fourth year of the probationary appointment will be honored as a terminal year. In the event allowance for prior service was not granted, if the second formal review, occurring in the sixth year, is not successful, the seventh year of probationary period will be honored as a terminal year.

If allowance for prior service is granted by the Dean as provided above, the Dean's appointment letter shall address the length of the initial appointment and the review cycle for a formal review and tenure review.

If an initial contract begins Winter or Spring/Summer semester, then the probationary period will begin the subsequent Fall semester, and the length of the initial contract is extended (See [Section 4.2.10.4.1](#)).

Notwithstanding the foregoing in [Section 4.2.7](#), by March 30 of the academic year during which the probationary faculty member's formal review is not being conducted pursuant to [Section 4.2.10](#) (typically, the first, second, fourth, or fifth year), the dean may direct or the unit may vote that a contract review take place during the first half of the fall semester of the following academic year. The written notice to the faculty member of the review must include an explanation for the review and a statement that in the event of an unsatisfactory review, the review year will be the terminal year. Other than being conducted during the fall semester, such a review will follow the procedures for a normally timed contract renewal as called for in [Section 4.2.10](#), with the unit and the college personnel committee voting to either recommend or not

recommend early termination to the dean.

If the probationary faculty member's contract is terminated, the review year will be the terminal year.

1. Renewal Of Probationary Appointments. The review of a faculty member's probationary appointment will result in a three-year renewal, a two-year renewal, a one year renewal, or a non-renewal.

Appointment renewals for regular faculty on probationary appointments normally will be for a period of three (3) years. A three-year renewal indicates the faculty member is meeting established criteria.

A one or two-year renewal may indicate that the faculty member has performance problems that normally impede progress towards tenure. A renewal for less than three years may be recommended if:

- A. The faculty member's Unit recommends a one (1) or two (2) year renewal, and the recommendation is accepted by the College Personnel Committee;
- B. The College's Personnel Committee recommends a one (1) or two (2) year renewal, and the recommendation is accepted by the Dean;
- C. The Dean recommends a one (1) or two (2) year contract and gives the College's Personnel Committee the reasons for such action;
- D. The Provost decides on a one (1) or two (2) year contract and gives the Dean and College's Personnel Committee the reasons for such actions;

A one or two-year renewal may also be recommended if:

- E. The three (3) or two (2) year period extends beyond the regular faculty member's total probationary period;
- F. The regular faculty member does not have the accepted terminal degree in the discipline.

A non-renewal of the probationary appointment indicates that the faculty member's performance to date does not warrant future consideration.

2. Extending Probationary Appointments by Pausing the Tenure Clock

A faculty member may request an extension of the probationary period by pausing the tenure clock so that she or he may withdraw from teaching, work part-time or continue to work full-time while attending to other commitments. The pausing of the tenure clock will not be held against the faculty member in regards to any upcoming personnel reviews. A request for an

extension may be submitted regardless of pay status; i.e. full pay or full or partial unpaid leave of absence. A request must be made in writing to the Dean after consultation with the faculty member's unit head. The Dean may approve a request for a maximum of two (2) years in total during the probationary period. Approval of the request will result in postponement of the time period of a contract renewal and/or tenure review and the new review date will be stipulated in the Dean's approval letter. Unless mutually agreed to by the faculty member and the Dean, the new review shall take place during the winter semester following the schedule of [Section 4.2.10.4](#). Following is the list of circumstances under which a faculty member may be approved for an extension of the probationary period:

- A. Faculty member's significant health issue, illness or injury;
- B. The birth or adoption of a child (available to both mother, father and household member);
- C. Substantial care giving responsibility for a person residing in the household or someone listed in [Section 4.2.30.3](#);
- D. Military service obligation;
- E. Current immigration status does not permit tenure;
- F. Unforeseen and significant disruption that is outside the control of the faculty member and is directly related to an area of evaluation criteria for contract renewal or tenure as stated in [Section 4.2.9](#);
- G. Changes in appointment to either part-time work or administrative assignment; or
- H. An unpaid leave of absence pursuant to [Section 4.2.30.5](#).

IMAGES

	Year 1 at GVSU		Year 2 at GVSU		Year 3 at GVSU		Year 4 at GVSU		Year 5 at GVSU		Year 6 at GVSU		Year 7 at GVSU	
	F	W	F	W	F	W	F	W	F	W	F	W	F	W
Years Towards Tenure & Promotion														
No years						Contract Renewal						Tenure Review		
One year				Contract Renewal						Tenure Review				
Two years				Contract Renewal				Tenure Review						
Three years				Optional Review		Tenure Review								

	Initial contract (3 or 4 years)
	Second contract (2 or 3 years)

F = Fall semester W = Winter semester

REGULAR FACULTY ACADEMIC TENURE

BOT 4.2.8

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June 01, 2017

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- Board of Trustees

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Legal, Compliance & Risk Management

POLICY STATEMENT

4.2.8 Academic Tenure.

1. **Statement of Principle.** The granting of tenure marks the end of a faculty member's period of probation and the beginning of a continuous appointment. The primary purpose of tenure is the safeguarding of academic freedom, although it is also recognized that tenure offers a degree of economic security which allows the University to attract and maintain a faculty of high ability and, hence, to strengthen the excellence of its programs and its overall academic quality.
2. Regular faculty with academic tenure may be removed from their appointments only through the terms and procedures described below for Dismissal for Adequate Cause (see

[Section 4.2.13.1](#)) or Reduction in Force ([Section 4.2.15](#)).

- 3. Standards and Criteria for Tenure.** Tenure involves the long-range commitment of the University to an individual faculty member and of faculty colleagues to each other. All decisions regarding the granting of tenure will necessarily entail judgments about both the present level of a faculty member's accomplishment and performance and the prospect of its continuation into the future.

To be awarded tenure, the candidate must have a documented record of consistent teaching effectiveness (for librarians, consistent professional effectiveness), professional recognition through scholarship or creative activity; professional development, and contributions to the unit, College, University and community. In addition, the candidate should have earned the doctorate or appropriate terminal degree, except in extraordinary circumstances where the evidence demonstrates that the absence of the degree does not inhibit the faculty member's professional standing and performance.

A candidate at the rank of associate professor must meet the standards and criteria for that rank to be awarded tenure (see [Section 4.2.5.1](#)). A candidate at the rank of full professor must meet the standards and criteria for that rank to be awarded tenure (see [Section 4.2.5.1](#)).

- 4. Early Tenure and/or Promotion.** A faculty member may request, in writing to the Dean, that he/she be considered by his/her unit for early tenure and/or promotion (see [Section 4.2.10.3](#)). To be awarded early tenure and/or promotion, a faculty member must demonstrate that he/she has exceeded the expectations in all three areas of evaluation (see [Section 4.2.9.1](#)), as defined by unit and college criteria.

REGULAR FACULTY AREAS OF EVALUATION FOR RENEWAL OF PROBATIONARY APPOINTMENTS, PROMOTION, TENURE, AND PERIODIC PERFORMANCE REVIEWS

BOT 4.2.9

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POLICY STATEMENT**4.2.9 Areas of Evaluation for Renewal of Probationary Appointments, Promotion, Tenure, and Periodic Performance Reviews.**

1. College Regular Faculty. The individual College's Personnel Committee will use the evaluation criteria indicated in this section in arriving at its recommendations. All regular faculty, whether full- or part-time, shall be evaluated on the same criteria and shall be expected to demonstrate that they meet the level of performance consistent with the expectations of their rank. In these personnel actions, except Dismissal for Adequate Cause, the burden of proving that their performance warrants the personnel action under consideration rests with the regular faculty member to be reviewed. It is the University's responsibility to process the requested personnel action. Each of the criteria listed below must be demonstrated to some degree, but teaching is regarded as the most important.

It is essential that regular faculty review be thorough, fair and in accord with clearly stated standards and criteria ([Section 4.2.9](#)) and procedures ([Section 4.2.10](#)). Faculty reviews should promote a culture of continuous improvement.

A. Effective Teaching. Effective teaching facilitates student learning and includes, but is not limited to, knowledge of the field taught, classroom and mentoring performance, and communication and human relations skills. Faculty members teach effectively by challenging and engaging students, by supporting their academic and professional growth, and by establishing and maintaining high academic standards. They address in their courses relevant knowledge together with intellectual and practical skills pertinent to the discipline or profession. They use appropriate pedagogies and relevant assessments of student learning. They contribute to revising or developing courses and curricula as needed by their units. Effective teaching must be documented by: a) self-evaluation, b) peer evaluation, and c) student evaluations.

B. Scholarly/Creative Activity. Within a normal full-time load, all regular faculty are expected to engage in scholarship or creative activity. The University welcomes the scholarship of discovery, the scholarship of integration, the scholarship of application, and the scholarship of teaching (as conceptualized by Boyer, 1990). All of these forms are valued in determinations for promotion and tenure. The University uses the following three categories to describe scholarship/creative activities: [1\) advancement of knowledge/creative activity, 2\) scholarly engagement, and 3\) professional development.](#)

C. Service to the Institution, the Profession, and the Community. A faculty workload includes [service to the institution, and/or the profession, and/or the community](#). Each unit/college will write standards that describe how much and what type(s) of service is required for each rank and for tenure, promotion, and annual review. It is the responsibility of each faculty member to describe the nature of the service and the time commitment involved.

Each college and unit must establish its own standards and criteria for evaluation at each rank and tenure. College standards and criteria may be more specific than University standards and criteria, but may not contradict or conflict with them. Unit standards and criteria may be more specific than College standards and criteria, but may not contradict or conflict with them or the University standards and criteria. Each candidate for a personnel action must include a copy of their unit standards and criteria in the portfolio, or in the alternative, written acknowledgement of the unit guidelines that are being applied.

For both college and unit, after approval by the Dean, these standards and criteria must be submitted to the University Personnel Review Committee (UPRC), who will provide advice to the Provost. Final approval is decided by the Provost.

It is recognized that the relative importance of any of the professional achievement and service criteria may vary depending upon a variety of factors including the stage of the regular faculty member's career, the purpose of the evaluation, and the program objectives of the unit, College, and University.

2. Library Regular(1) Faculty. The Library's Personnel Committee will use the evaluation criteria indicated in this section in arriving at its recommendations. All regular library faculty, whether full- or part-time, shall be evaluated on the same criteria and be expected to demonstrate that they meet the level of performance consistent with the expectations of their rank. In these personnel actions, except Dismissal for Adequate Cause, the burden of proving that their performance warrants the personnel action under consideration rests with the regular faculty member to be reviewed. It is the University's responsibility to process the requested personnel action. Each of the criteria listed below must be demonstrated to some degree. Professional effectiveness is regarded as most important. Faculty reviews should promote a culture of continuous improvement.

A. Professional Effectiveness. This includes, but is not limited to, knowledge of library and information science; performance in reference service, collection development, and bibliographic organization and control; communication skills; human relations skills; evaluation skills; and teaching, although not necessarily in a classroom situation. Evaluation of such activities will be on

the basis of the judgment of colleagues and/or those who are instructed or served.

B. Scholarly/Creative Achievement. All regular library faculty are expected to engage in scholarship or creative activity. The University welcomes the scholarship of discovery, the scholarship of integration, the scholarship of application, and the scholarship of teaching (as conceptualized by Boyer, 1990). All of these forms are valued in determination for promotion and tenure. The University uses the following three categories to describe scholarship/creative activities: [1\) advancement of knowledge/creative activity, 2\) scholarly engagement, and 3\) professional development.](#)

C. Service to the Institution, the Profession, and the Community. A faculty workload includes [service to the institution, and/or the profession, and/or the community.](#) Each unit/college will write standards that describe how much and what type(s) of service is required for each rank and for tenure, promotion, and annual review. The Library will determine the types of community/professional service most appropriate to its specific mission and program objectives. It is the responsibility of each faculty member to describe the nature of the service and the time commitment involved.

The Library must establish its own standards and criteria for evaluation at each rank and tenure. Library standards and criteria may be more specific than university standards and criteria, but may not contradict or conflict with them. Each candidate for a personnel action must include a copy of the Library standards and criteria in the portfolio, or in the alternative, written acknowledgement of the approval date of the Library guidelines that are being applied.

After approval by the Dean, these standards and criteria must be submitted to the University Personnel Review Committee (UPRC), who will provide advice to the Provost. Final approval is decided by the Provost.

FOOTNOTES

(1) The term "library" wherever it appears in Section 2 represents the totality of "University Libraries."

PROCEDURES FOR REGULAR FACULTY APPOINTMENT RENEWAL, PROMOTION, TENURE, PERIODIC PERFORMANCE REVIEW, AND DISMISSAL FOR ADEQUATE CAUSE.

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POLICY STATEMENT**4.2.10 Procedures for Regular Faculty Appointment Renewal, Promotion, Tenure, Periodic Performance Review, and Dismissal for Adequate Cause.**

4.2.10.1 College/Library Personnel Committee. Each College and Library will establish a Personnel Committee to recommend action concerning regular faculty appointment renewals, promotion, tenure, and periodic performance reviews within the separate College or Library. The Committees recommend to their respective Deans and shall not adopt policies or procedures contrary to the procedures contained in [Section 4.2.1](#) of the Board Policies. Pursuant to [Section 4.2.13](#), the Dean can initiate review of a case by the Personnel Committee regarding Dismissal for Adequate Cause.

4.2.10.2 College/Library Personnel Committees Composition. All regular faculty members ([Section 4.2.1](#)) will be eligible to vote for members to serve on their respective College/Library Personnel Committee. Each fall semester, each College or the Library shall decide if the Dean or, in the alternative as designated by the Dean, the Associate Dean, will attend as an ex-officio, non-voting member of the Personnel Committee and the results of the decision shall be reported to the Chair of the University Academic Senate.

The Personnel Committee of the Colleges and Library will be composed of a minimum of five tenured faculty members with not more than two (2) voting faculty members being from the same school/department/program in the College/Library as the candidate.

A. Composition.

Within Colleges/Library. The Personnel Committees of the Colleges and the Library shall be composed as follows:

College of Liberal Arts and Sciences: The Personnel Committee shall be composed of twelve (12) elected members of the College. There may be no more than one (1) elected Committee member from any one (1) unit in the College. One third of the membership will be elected at the end of each academic year for a term of three (3) years.

Seidman College of Business: The Personnel Committee shall be composed of five (5) faculty members elected by the faculty, one from each department, excluding chairpersons. Personnel Committee members are elected for staggered two-year terms.

College of Community and Public Service: The Personnel Committee shall have at least five (5) members. There shall be no more than two (2) members from each unit within the College and there should be at least one member from each unit. If no tenured member is elected from a unit, an at-large, tenured member will be elected. The Committee shall not exceed seven (7) persons. The standard term on Personnel Committee is three (3) years, which will be staggered among the members.

College of Education: The Personnel Committee shall be composed of five (5) tenured faculty to be elected by Faculty Council, which consists of all the regular faculty. One (1) member shall be elected from each of the four (4) units in the College of Education. One (1) member shall be elected at large from the College of Education faculty. Members will serve in staggered, three-year terms.

Padnos College of Engineering and Computing: The Personnel Committee shall be composed of six (6) tenured faculty members elected by the regular faculty, two (2) from the School of Engineering, two (2) from the School of Computing and Information Systems and two at large. There can be a maximum of three members from one academic unit. The voting members for any personnel action are as follows:

i. Candidate is from School of Engineering: The two members from the School of Engineering, the two members from the School of Computing and Information Systems, and all at large members not from the School of Engineering.

ii. Candidate is from the School of Computing and Information Systems: The two members from the School of Engineering, the two members from the School of Computing and Information Systems, and all at large members not from the School of Computing and Information Systems.

iii. Candidate is from the Occupational Safety and Health Department: All committee members.

College of Health Professions: The Personnel Committee shall be composed of one (1) tenured faculty member from each department. The faculty members from the College will be elected by the College of Health Profession's faculty from a slate provided by the Dean of the College from appropriate departments. Faculty Council of the College, in consultation with the Dean, may select an additional faculty member to serve as a diversity advocate, who serves *ex-officio* and without the right to vote. The voting members for any personnel action are the members who are not from the department of the faculty member being considered. If a department does not have a faculty member meeting the qualifications for the College Personnel Committee, eligible faculty will be determined by the provost in consultation with the Dean of the College and then elected by a College vote. No member shall serve more than two (2) consecutive three-year terms (6 years).

Brooks College of Interdisciplinary Studies: The Personnel Committee shall be composed of three (3) internal and two (2) external tenured faculty elected by the eligible voters. External members are elected from a slate approved by the Provost and developed in consultation with the Dean of Brooks College and the Brooks College Faculty Council. Faculty Council of the College, in consultation with the Dean, may elect an additional faculty member to serve as a diversity advocate, who serves *ex officio* and without the right to vote.

Kirkhof College of Nursing: The Personnel Committee shall be composed of a minimum of five (5) faculty members with a majority of members elected by the faculty from a slate provided by the Provost from appropriate disciplines outside the College to be determined by the Provost in consultation with the Dean of the College and less than a majority of the Personnel Committee elected from the faculty in the College. Members shall be elected for a term of three years and can serve on the Committee for a maximum of two consecutive terms (6 years).

Library: The Personnel Committee shall be composed of a minimum of five (5) faculty members a majority of members elected by the Library faculty from a slate provided by the Provost from appropriate disciplines to be determined by the Provost in consultation with the Dean of that College and less than a majority of the Personnel Committee elected from the faculty in the College.

Conflict of Interest. A Committee member may be excused from a particular decision making process should there be a conflict of interest. The Chair of the College Personnel Committee, in consultation with the Dean, shall determine if a conflict of interest exists. If it is asserted that the Chair of the College Personnel Committee has a conflict of interest, the Chair of the Executive Committee of the Senate, in consultation with the Chair of the College Personnel Committee and

the Dean, shall determine if a conflict of interest exists. However, the fact that a Committee member is from the same unit as the regular faculty member being reviewed is not per se a conflict of interest.

Committee Chair and Other Issues. Other issues pertaining to the committee membership and the selection of a chair will be determined by the respective Colleges.

B. Personnel Committee Meetings.

Electronic or Mechanical recording is not permitted at any time during Personnel Committee meetings. However, minutes shall be taken and include: any vote taken, the numerical results of all votes, date, time, place of the meeting, and names of who were in attendance. The following must be present and vote on the personnel action in order to constitute a recommendation of the Personnel Committee: four when there are five members, four when there are six members, and five when there are seven members, or if more than seven members, then two-thirds (2/3rds) of the size of the Personnel Committee rounded up to the nearest whole number. (See [Section 4.2.10.2A](#) for composition of a Personnel Committee.) The Dean or Associate Dean shall not be present during a public vote of the Personnel Committee. While proxy and absentee votes are not allowed, absent committee members may send their evaluations to all committee members. If the Personnel Committee is unable to carry out its responsibilities due to the absence of one committee member who misses three consecutive meetings, the Dean will be notified for the purpose of facilitating the designation of an appropriate replacement.

4.2.10.3 Initiation of Reviews. The Dean normally initiates actions to be considered by the College Personnel Committee based on review of their regular faculty members' status. For promotion and tenure, faculty members will ordinarily follow the timelines outlined in [Sections 4.2.5](#) and [4.2.7](#). However, faculty members may request, in writing to the Dean, to be considered by their unit for promotion at any time or for early tenure (see [Section 4.2.8.4](#) for early tenure/promotion criteria). This notification must take place at least two weeks before the Dean is scheduled to notify the unit of personnel actions for that semester (See [Section 4.2.10.4](#) for the personnel schedule). A person being considered for early tenure and/or promotion may withdraw the request(s) for consideration at any time.

A. Reappointment. The Dean informs the unit head of the regular faculty in the unit requiring reappointment decisions and the options available.

B. Promotion. The unit head, Dean or any other member of the unit may initiate proceedings for consideration of promotion.

C. Tenure. The Dean is responsible for insuring that tenure is considered in the next to last

possible year of the probationary period, but tenure consideration may be initiated by the unit head or any other member of a unit at other times.

D. Dismissal for Adequate Cause. Before making the decision to dismiss for adequate cause, the Dean is responsible for initiating proceedings to consider the case. ([Section 4.2.13.1](#))

4.2.10.4 Schedule for Personnel Actions.

A. Initiation of Reviews. The following are dates by which the review process must begin.

1. For All Reviews except Promotion to Professor

Materials shall be submitted by the candidate to the unit by the first day of class in the Winter Semester for renewals, tenure, or promotion.

For the renewal of an initial 1 year contract, the Dean shall determine the date of submission and notify the candidate.

In the event of a mid-year appointment, the regular faculty member to be reviewed shall be placed on the next evaluation schedule as though his or her appointment had begun at the next fall semester.

Any exceptions to these dates must be approved in advance by the Dean.

2. Promotion to Full Professor

All reviews for promotion to Professor shall take place in the fall semester. Materials shall be submitted by the candidate to the unit by the first day of class in the fall semester. The candidate shall notify the Dean of his/her intent to apply for promotion to Professor in writing by March 30. When a candidate for tenure is also requesting a promotion to full professor, the materials for both actions shall be submitted by the first day of class in the Fall semester and both reviews shall occur during the Fall semester. A decision is required by January 31. In the case of a favorable decision the promotion is effective with the start of the subsequent academic year.

B. Notification of Personnel Actions. The following are the dates by which the Deans, or Provost in matters of renewal/non-renewal, promotion or tenure, must notify regular faculty in writing of appointment decisions.

1. Renewal/Non-Renewal. A decision is normally required by June 1.

2. Promotion. A decision is normally required by June 1 for all but promotion to Professor, which is normally required by January 31. In the case of favorable decisions, the promotion is effective with the start of the subsequent academic year.

3. Tenure. A decision is normally required by June 1. A favorable decision is effective with the start of the subsequent academic year.

4. Dismissal for Adequate Cause. In the event that the conference specified in [Section 4.2.13.1](#) does not result in mutual agreement, the College Personnel Committee shall be convened within ten (10) days. A written recommendation of the Committee shall be forwarded to the appointee and the Dean only after a complete review of the case and within 60 days.

4.2.10.5 Unit Notification and Candidate Materials.

The Dean will notify regular faculty of the unit of all pending personnel actions at the same time the candidate is notified. While no limit is placed on the material submitted by a candidate, the amount of materials should be tailored to the action under consideration. The Unit Head or Designate will make available to the unit regular faculty, including the candidate, copies of the candidate's teaching evaluations and any relevant information other than that supplied by the candidate.

The candidate shall prepare materials containing relevant information for the action under consideration for review by the unit regular faculty. This information includes, but is not limited to, the following.

A) A current vita of the candidate.

B) A personal statement that contains a self-assessment of the candidate's performance as a unit regular faculty member at the university in each of the evaluation criteria.

C) Examples of the relevant work of the candidate that supports B).

D) Faculty Activity Reports (FARs), Faculty Activity Plans (FAPs), and written performance summaries from the Faculty Annual Salary Adjustment Program for the period relevant to the action under consideration. For probationary faculty, the relevant period shall be the time served as a tenure track faculty member. For tenured faculty, the relevant period shall be the previous six (6) years at the University or the length of service as a tenured and tenure track faculty member normally not to exceed a total of six (6) years.

4.2.10.6 Individual Unit Procedures. Each individual unit shall conduct its personnel actions according to the procedures in [Section 4.2.10.7](#). Units shall, by majority vote of the unit, elect a Designate to carry out the Unit Head's responsibilities in cases where the Unit Head is either under consideration for a personnel action or the Unit Head is unable to serve. A unit can, in circumstances where it is impractical to carry out the procedure described, create a Unit Personnel Committee to act on personnel matters but the Unit Personnel Committee must comply with the procedures outlined in [Section 4.2.10.7](#) and the recommendation of the Unit Personnel Committee must be voted on by the unit in accordance to the procedures of [Section 4.2.10.7.B](#). A unit proposing a Unit Personnel Committee shall make a proposal to its College Personnel Committee for its review, which then forwards its recommendation to the Dean and to the university Academic Senate. The Dean and the University Academic Senate shall each make a recommendation to the Provost/Vice President who will make the decision and communicate it to the Dean, the Chair of the University Academic Senate, the Chair of the College Library Personnel Committee and Unit Head of the unit requesting the creation of a Unit Personnel Committee. In the event a unit is restructured, it shall not convene a Unit Personnel Committee unless the unit has submitted a new proposal for a Unit Personnel Committee and the proposal has been approved according to the above procedures.

A. Conflict of Interest. For purposes of [Section 4.2.10.6](#) and [4.2.10.7](#), unit regular faculty members who have a Conflict of Interest with a candidate under consideration for a personnel action shall be completely excused from all aspects of involvement and participation in the unit procedures as it relates to the candidate for which there is a Conflict of Interest. Should a question arise as to whether there is a Conflict of Interest, the Dean of the College/Library shall make the final determination. A Conflict of Interest includes, but is not limited to, one or more of the following:

1. A familial relationship, including Household Member and their dependents, with the candidate;
2. A financial or business relationship exists with the candidate outside of the University; or
3. Unit regular faculty members who are in their terminal year of employment due to non-renewal of a contract or denial of tenure.

4.2.10.7 Unit Personnel Actions.

A. Review of Candidate Materials and Preparation of Unit Discussion Agenda. All unit regular faculty will be notified of the access to the materials pertaining to the candidate for the personnel action under consideration. The Unit Head or Designate will prepare an agenda before the unit

meeting identifying the matters for discussion at the unit meeting concerning the candidate's achievements as well as questions, issues, and concerns under the criteria identified in [Section 4.2.9](#). In advance of the meeting, this agenda shall be made available for review by the candidate and the unit regular faculty who may then comment and propose revisions to the agenda before the discussion begins. The Unit Head or Designate may amend the agenda based upon input from the candidate and unit regular faculty and must provide any amended agenda to the candidate for review before the unit discussion begins. If an agenda is revised, the original form(s) of the agenda shall be maintained in the Unit Head's or Designate's files.

B. Unit Meeting and Unit Vote. The Unit Head or Designate will call a unit meeting for the purpose of addressing the personnel actions under consideration. Only unit regular faculty may attend and participate in the meeting. When the candidate is a joint appointee as defined by [section 4.2.4.1](#), a representative from the secondary department or program is strongly encouraged to attend and participate in the discussion part of the unit meeting. The candidate being reviewed shall participate in the discussion part of the meeting unless the candidate waives the opportunity to participate by signing a waiver. Audio or videotape or other type of mechanical or electronic recording is not permitted during this meeting. However minutes shall be taken and shall include the date, time, place of the unit discussion, names of those who were in attendance, and the results of the unit vote. The minutes will also have the candidate's waiver attached if the candidate has waived participation in the meeting.

This meeting will begin with a unit discussion on the personnel action under consideration. This discussion will provide an opportunity for questions, exchanges of opinions, and discussion. At the conclusion of the unit discussion the candidate will leave the meeting room. The Unit Head or Designate will then summarize the discussion that has taken place. The unit regular faculty members may comment on the candidate's performance. This discussion should be limited to information and issues raised previously. If new information or issues are raised, the Unit Head or Designate, in his or her sole discretion, shall determine whether the new information or issues raised warrants the recalling of the candidate to the unit discussion to allow the candidate to respond.

Once the unit discussion has been completed, the unit will take a vote by secret ballot on the personnel action under consideration. In the case of promotion or tenure, the vote will be on a motion to recommend the action. In the case of contract renewal, the unit vote will be on a motion for renewal for three (3) years, two (2) years, or (1) year, consistent with the time limits outlined in [Section 4.2.7](#) (Probationary Appointments). All tenured and tenure track regular faculty with at least two uninterrupted, full-time years of service may vote (except as provided by [Section 4.2.7.2](#) - extension of the tenure clock). Faculty must be in attendance to vote. No proxy or absentee ballots will be accepted. A vote means a ye or nay vote with abstentions counted as

non-votes.

At least two thirds of the members of the unit regular faculty must be present for a valid vote on a motion regarding a personnel action to be taken. For the purpose of determining the required quorum or majority, the count of the number of the members of the unit regular faculty will not include the candidate or those absent because they are on sabbatical or approved leave of absence, those tenure track, unit regular faculty who have not completed two (2) years of full-time, uninterrupted service as a unit regular faculty member, or those with a Conflict of Interest. To pass, the personnel vote must be carried by a majority of the members of the unit regular faculty eligible to vote unless they are on sabbatical or approved leave of absence, or those with a Conflict of Interest. If a vote does not obtain the required majority for any reason, this will be reflected in the minutes of the meeting, and the process will continue on to the College Personnel Committee.

C. Unit Recommendation. Following the unit discussion meeting, the unit regular faculty will be provided the opportunity to submit comments to Unit Head or Designate, using a form that is provided which sets forth the evaluation criteria contained in [Section 4.2.9](#) providing reasons supporting or not supporting the unit vote under these criteria. Each member may also indicate on these post meeting comments whether the questions, issues, and concerns that they raised under the evaluation criteria with the Unit Head or Designate concerning the initial agenda were adequately reflected in the agenda used at the unit discussion meeting and whether the items on the agenda were adequately addressed at the unit discussion meeting. Forms that are unsigned will be destroyed and not used in this process.

The Unit Head or Designate will use the unit discussion and any such comments to prepare a draft unit recommendation report or, if necessary, call for further discussion. This draft report will comment on the candidate's performance in each of the evaluation areas. In matters of contract renewal, the written unit recommendation report should note both strong points of the candidate and opportunities for growth; these items will be revisited and discussed by the candidate and the department at the tenure decision. If this information does not appear in the faculty member's tenure portfolio, the unit head must insert the required information.

After the Unit Head or Designate has prepared the draft unit recommendation report, he/she will provide a copy to the candidate and make a copy available for review for the unit regular faculty. Suggestions for changes must be submitted to the Unit Head or Designate within three (3) business days of the issuance of the draft report. Thereafter, the Unit Head or Designate shall issue the final unit recommendation report with a copy to the candidate and make a copy available for review by the unit regular faculty.

The Unit Head or Designate will then forward the final unit recommendation report to the Dean.

The Unit Head or Designate will also forward to the Dean the unit discussion meeting agenda, minutes of the unit discussion meeting, copies of any post-meeting comments, the candidate's materials, and any other material provided by the Unit Head or Designate to the unit regular faculty for their review. The Dean will then forward the final unit recommendation report and the supporting material to the College Personnel Committee.

4.2.10.8 College's Personnel Committee Action.

A. Action in Cases of Reappointment, Tenure, or Promotion. The Committee uses all relevant information as the basis for its recommendation.

- 1. Committee Accepts Unit Recommendation.** If a unit has recommended a personnel action pursuant to a valid vote of the unit, whether in favor or against a candidate, the Committee will normally be expected to accept the recommendation of the unit. In the event the Committee accepts the recommendation of the unit that is in favor of the candidate, a recommendation shall be made in writing to the Dean with a copy to the candidate and the Unit Head or Designate. If a candidate does not have the support of the members of the unit pursuant to a valid vote of the unit, the candidate in question will be given the opportunity to request information from the Committee about any materials used in the process. Regarding written comments, the Committee will ensure that these are provided without names attached and in such a way as to promote confidentiality. After this information is provided to the candidate, the candidate can choose to either stop the evaluation in the case of early tenure or promotion or the candidate may choose to submit a rebuttal in writing. If a candidate does not have the support of the Committee, the opportunity for a personal appearance before the Committee by the candidate shall be given. Only after such an opportunity is provided to the candidate, can such a negative recommendation become official and be sent to the Dean with a copy to the candidate and the Unit Head or Designate. In the event a unit regular faculty member being reviewed appears before the Committee, the candidate shall address the Committee on her or his own behalf and without an outside advocate or observer.
- 2. Committee Does Not Accept Unit Recommendation.** If the Committee does not accept the unit recommendation and the Committee recommends a personnel action in favor of the candidate, the recommendation will be made in writing to the Dean with a copy to the candidate and the Unit Head or Designate. The written recommendation must include the rationale for not accepting the unit recommendation. If the Committee does not accept the unit recommendation and if the candidate does not have the support of the Committee, the opportunity for a personal appearance before the Committee by the candidate shall be given. Only after such an opportunity is given to the candidate, can such a negative

recommendation become official. If the candidate appears before the Committee, the candidate shall address the Committee on her or his own behalf and without an outside advocate or observer. The recommendation of the Committee will be made in writing to the Dean with a copy to the candidate and the Unit Head or Designate. The written recommendation must include the rationale for not accepting the unit recommendation.

3. **No Valid Vote by Unit.** If there is not a valid unit vote, the Committee will evaluate all the materials provided to it by the Dean for the candidate under consideration. The Committee will then vote on a recommendation. A valid vote requires a simple majority of the Committee, calculated in the same fashion as for a unit vote. The Committee will notify the candidate and Unit Head or Designate of the result of this vote. If the candidate does not have the support of the Committee, the opportunity for a personal appearance before the Committee by the candidate shall be given. Only after such an opportunity is given to the candidate, can such a negative recommendation become official. If the candidate appears before the Committee, the candidate shall address the Committee on her or his own behalf and without an outside advocate or observer. The recommendation of the Committee will be made in writing to the Dean with a copy to the candidate and the Unit Head or Designate.
4. **Subsequent Information.** If new information regarding a candidate is brought to the attention of the Committee that was not available to the unit during its discussion of the candidate, the Committee shall discuss the appropriateness of referring the matter back to the unit. In discussing whether to refer the matter back to the unit, the Committee shall consider whether it believes the new information is of such significance that the unit might change its recommendation and whether a referral back to the unit would delay the schedule as required by [4.2.10.4](#). In the event the matter is referred back to unit, the unit shall have no more than 7 calendar days from the date of the referral from the Committee to meet and take action, if any.

B. Action in Cases of Dismissal for Adequate Cause. The Committee will carefully observe that the burden of proof in all cases of dismissal for adequate cause lies with the institution.

(See [Section 4.2.13](#))

C. Reporting. The College/Library Personnel Committee shall provide the Dean with a written recommendation and rationale for each personnel action. The College/Library Personnel Committee shall hold one or more meetings with the Dean of the College/Library or his/her designee for the purpose of discussing its written recommendation and rationale regarding faculty personnel action(s). The Personnel Committee will issue an annual report to the College's or Library's regular faculty concerning its activities for the year. A copy of this report, along with any recommendations for changes or clarifications in this policy will be sent to the Chair of the

Executive Committee of the Senate.

4.2.10.9 Dean's Personnel Actions.

A. Action in Cases of Reappointment, Tenure, or Promotion. In making personnel recommendations, the Dean will normally be expected to recommend in favor of the appointee if the appointee has the support of the College Personnel Committee. If, in any case, the Dean does not accept the recommendation of the College's Personnel Committee, the Dean will present the reasons in writing to the appointee, the unit, and the Committee.

B. Action in Cases of Dismissal for Adequate Cause. If the Dean's decision is to accept a recommendation of the College Personnel Committee to dismiss for adequate cause, the Dean shall submit his/her decision in writing with rationale to the appointee.

C. Appeals. Appeals of the Dean's decision in matters of cases of dismissal for adequate cause are to be made according to the applicable grievance procedure.

D. Non-Renewals. In the event that the decision about an appointee's candidacy for reappointment or tenure will result in the non-renewal of employment, the Dean shall follow the process stated in [Section 4.2.13](#).

E. Termination during the probationary period following an annual review. See [Section 4.2.7](#)

4.2.10.10 Provost's Personnel Decisions.

A. Action in Cases of Reappointment, Tenure, or Promotion.

In making personnel decisions, the Provost will normally be expected to recommend in favor of the appointee if the appointee has the support of the Dean. If, in any case, the Provost does not accept the recommendation of the Dean, the Provost will present the reasons in writing to the appointee, the unit, College Personnel Committee, and the Dean.

B. Appeals.

Appeals of the Provost's decision in cases of reappointment, tenure or promotion are to be made according to the applicable appeal procedure, [Section 4.2.13](#).

C. Non-Renewals

In the event that the decision about an appointee's candidacy for reappointment or tenure will result in the non-renewal of employment, the Provost shall follow the process stated in [Section 4.2.13](#)

ADMINISTRATIVE ASSIGNMENTS.

BOT 4.2.11

Date of Last Update:

July 14, 2017

Approved By:

- Board of Trustees

Responsible Office:

Legal, Compliance & Risk Management

POLICY STATEMENT

4.2.11 Applicability to Executive, Administrative, and Professional Positions and other administrative assignments.

Faculty having positions covered by this Section 4.2 who accept an Executive, Administrative and Professional position or an administrative assignment as defined below are subject to the following:

1. Executive, Administrative and Professional positions that do not carry faculty rank:

- A.** These are full-time positions that do not require experience as a faculty member.
- B.** Faculty serving in an Executive, Administrative and Professional position that does not carry faculty rank or tenure shall be subject to the personnel policies governing Executive, Administrative and Professional appointments ([Section 4.4.0](#)) while serving in their administrative capacity.
- C.** The faculty member shall request in writing a leave of absence from the faculty position to accept an Executive, Administrative and Professional appointment. The leave is subject to approval by the faculty member's Dean and the Provost/Vice President for Academic Affairs. A leave of absence, for the purpose referred to in this section, may be granted for an academic year. The leave may be renewed on an annual basis not to exceed three (3) consecutive years.
- D.** If a faculty member chooses to remain in an Executive, Administrative and Professional position beyond a three (3) year leave period, or, after a lesser time period, notifies the Provost/Vice President for Academic Affairs of intent to remain in the Executive, Administrative or Professional position, the faculty member shall relinquish faculty status including tenure rights and faculty

rank.

The Provost/Vice President for Academic Affairs may waive the relinquishing of faculty status, tenure rights, and faculty rank. This waiver must be in the form of a written agreement between the Provost/Vice President for Academic Affairs and the faculty member; it should specify the terms, duration, and renewability of the waiver.

E. The time served by faculty members in these positions shall not be counted towards tenure, rank promotion or the determination of sabbatical eligibility.

2. Executive, Administrative and Professional positions with faculty rank: (Academic Administrators)

A. These are full-time positions that require experience as a faculty member; they typically report to the Provost/Vice President for Academic Affairs, and they have a university-wide focus or entail the supervision of an instructional college. Examples include the Provost/Vice President for Academic Affairs, Associate and Assistant Academic Vice-Presidents, the Dean of a College, the Dean of Graduate Studies, and the Dean of the University Libraries. Each academic administrator will be listed among the faculty of an appropriate department or school and can return to the unit upon completion of or termination from the Executive, Administrative and Professional position.

B. Persons in these positions should have tenure before serving in the Executive, Professional and Administrative position, and it is strongly suggested that they have attained the rank of full professor before serving in such a position. Academic administrators shall have faculty rank and promotion rights; they are subject to [Section 4.2.10](#) regarding faculty promotion, tenure, and periodic performance review.

C. Recommendations regarding promotion or tenure of Executive, Administrative and Professional staff with faculty rank shall follow the procedures in Section 4.2; however, the recommendation from the College Personnel Committee is as follows:

1. Recommendations regarding the Associate and Assistant Academic Vice Presidents shall go to the Dean of the College.
2. Recommendations regarding a Dean shall go to the Provost/Vice President for Academic Affairs.
3. Recommendations regarding the Provost/Vice President for Academic Affairs shall go to the President.

In order to receive promotion, the Executive, Administrative and Professional staff member must meet the requirements of the unit or alternate requirements that have been recommended by the unit and approved by the Provost/Vice President for Academic Affairs. Alternate requirements must accommodate the Executive, Administrative and Professional staff member's individualized workload and recommend minimum teaching (professional expectations for library faculty) and scholarship expectations; the alternate requirements will be stated in an appointment letter.

D. Persons in Executive, Administrative and Professional positions with faculty rank are not eligible for sabbatical, and time in the position does not count towards sabbatical. They are eligible for professional development leaves at the discretion of their supervisor.

E. If a grievance arises regarding the administrative performance of an Executive, Administrative and Professional staff member, the grievance procedure in [Section 4.8](#) shall be followed.

If a grievance arises regarding the faculty performance of an Executive, Administrative and Professional staff member with faculty rank, they shall follow the faculty grievance procedure in Section 2. If it should happen that the grievant is also the administrator with whom a conference should be arranged at one step of the procedure, that step shall be omitted and a written grievance must be submitted to the next level.

F. Executive, Administrative and Professional positions with faculty rank are subject to the personnel policies governing Executive, Administrative and Professional appointments except as provided above.

3. Faculty members with administrative assignments

A. These are positions that report to a Dean where the faculty member is released from faculty duties to perform administrative duties that comprise of 51-100% of the faculty member's total workload. These positions require experience as a faculty member, and they focus on administrative work for a College such as Associate Deans. Unit heads are not included in this category. Each faculty member with administrative assignments will be listed among the faculty of an appropriate department or school and can return to the unit after completion or termination of the at-will administrative assignment.

B. Persons in these positions must have faculty rank and should have tenure before serving an administrative assignment. Any exception to this must be approved by the Dean and the Provost/Vice President for Academic Affairs, and it is strongly recommended they attain the rank

of full professor before serving such assignment. Faculty members with administrative assignments are subject to the provisions in Section 4.2 regarding faculty promotion, tenure, and periodic performance review.

C. Recommendations regarding promotion shall be made by the appropriate personnel committee to the Dean of the College or University Libraries. In order to receive promotion, the faculty member with administrative assignments must meet the requirements of the unit or alternate requirements that are recommended by the unit and approved by the Dean. Alternate requirements must accommodate the faculty member with administrative assignment's individualized workload and recommended minimum teaching (professional expectations for library faculty) and scholarship expectations; the alternate requirements will be stated in an appointment letter.

D. Sabbatical eligibility is retained and time towards sabbatical will accrue while serving in faculty with administrative assignments position if the faculty member's unit and Dean so recommend and the Provost/Vice President for Academic Affairs approves in the initial appointment letter.

Sabbaticals can be taken only if and when the faculty member with administrative assignment returns to full-time faculty work.

E. While faculty status is retained, faculty members with administrative assignment will normally relinquish their voting privileges in their home units and at the College governance level for the length of time that they serve in the administrative assignment. Exceptions must be approved by the unit and documented in the appointment letter. Faculty members with administrative assignments may serve on governance committees in an ex-officio, non-voting capacity. Notwithstanding this subsection E, faculty with administrative assignments shall not vote on personnel actions and shall not serve on personnel committees or attend meetings, except in a non-voting, ex officio, capacity.

F. Recommendations regarding annual salary adjustment program shall be made as follows:

1. Associate Deans will be reviewed by their Dean.
2. Academic Program/Center Directors will be reviewed by the head of the office in which they are housed.
3. If the administrative workload is less than 100%, both the unit and the relevant supervisor shall contribute the appropriate weight to the annual salary evaluation.

G. If a grievance arises regarding the faculty performance of a faculty member with administrative assignments, they shall follow the faculty grievance procedure in [Section 4.2.16](#). If a grievance arises regarding the administrative performance of a faculty member with administrative assignments, the grievance procedure in Section [4.4.8](#) will be followed.

H. All faculty members with administrative assignments on a 12-month appointment shall be subject to the vacation policies detailed in [Section 4.9.2](#).

REGULAR FACULTY TERMINATION PROCESSES AND DISCIPLINARY ACTION

BOT 4.2.13

Date of Last Update:

September 06, 2017

Approved By:

- Board of Trustees

Responsible Office:

Legal, Compliance & Risk Management

POLICY STATEMENT

4.2.13 Termination Processes and Disciplinary Action

Termination is the severance of the formal appointment between the appointee and the institution. Resignations and dismissals are terminations that may occur prior to the end of the appointment period.

In this section, time limits for the initiation of requests and responses to them are noted. The references to a "day" shall mean Monday through Friday and shall not include the day on which the request is initiated or the day on which the response is offered. Exceptions to these limits may be mutually agreed to in writing by the parties involved.

1. **Dismissal for Adequate Cause.** Any appointment is terminable for adequate cause. Except as provided in Resignation, Reduction in Force or upon retirement, tenured appointments may be terminated only for adequate cause. Adequate cause will be related directly and substantially to the fitness of the appointee in his/her professional capacity. Dismissal will not be used to restrain faculty members in their exercise of academic freedom or other rights of American citizens. Dismissal proceedings shall begin with a conference between

the appointee and the Dean.

The conference may result in agreement that the dismissal proceedings should be dropped. On the other hand, the conference may result in mutual agreement that the best interests of the appointee and the institution would be served by the appointee's resignation. If so, the faculty member shall submit a resignation in writing effective on a mutually agreed upon date. If this conference does not result in mutual agreement, the Dean will initiate review of the case by the College's Personnel Committee, with written notification of the charges to be sent to the appointee and the committee.

2. **Suspensions.** While the final decision regarding termination of an appointment is pending, the appointee may be suspended only if harm to himself/herself or others is threatened by continuance. The Dean who invokes the suspension shall consult with the Provost/Vice President for Academic Affairs and the chairperson of the College's Personnel Committee. A suspension is permitted only pending the results of the personal conference. The base salary and applicable fringe benefits of a suspended person shall be continued during the period of suspension up to the limit of one year. If during the suspension period the faculty member takes up employment with another employer or is convicted of an offense serious enough to warrant dismissal for adequate cause, then the institution will no longer be obligated to continue making salary payments. In the latter case, if the conviction is later reversed, the faculty member will be reimbursed for the lost salary and fringe benefits subject to the one year limitation.
3. **Disciplinary Action other than Dismissal or Suspension.** Any such disciplinary action affecting the terms of employment taken by the institution against a faculty member must be based upon adequate cause. Adequate cause will be related directly and substantially to the fitness of the appointee in his/her professional capacity. Proceedings shall begin with a conference between the appointee and the Dean. If as a result of the conference, the Dean wishes to take disciplinary action, she/he shall state that in writing with rationale to the appointee. The appointee may file a grievance [\(Section 4.2.16.2.A. Step 1\)](#) within ten days of the receipt of the Dean's decision.
4. **Procedure for Non-renewals and Appeal Process for Non-Renewals and/or Denial of Promotion.** Any action resulting in the non-renewal (specifically, denial of contract renewal or tenure) of a probationary appointment and/or denial or promotion of any appointee shall normally be based upon recommendations generated by the College's Personnel Committee and Dean. Prior to any formal decision to deny a personnel action, the appointee shall be

notified by the Provost to allow for a personal conference between the faculty member and the Provost. The conference may result in agreement that the appointment should be renewed or, in the case of a promotion only, the promotion granted. If so, the proceedings shall be dropped. If such a conference results in agreement that the best interests of the appointee and the university will be served by resignation, the appointee shall submit a resignation to his/her Dean in writing within five (5) days. If the conference does not result in mutual agreement, the Provost will submit her/his decision in writing with rationale to the appointee. If the appointee wants to appeal the Provost's decision, the appointee will submit the appeal, in writing, to the President within ten days of the meeting or within twenty days of requesting the meeting, whichever is later. The basis of the appeal shall be limited to one or more of the reasons below:

1. The Procedures of [Section 4.2.10](#) were not followed; and/or,
2. The decision violates the University's non-discrimination policy; and/or,
3. The decision was inconsistent with the College/Library standards and criteria as required by Section [4.2.9.1](#).

Upon receipt of a timely, written appeal, the President shall refer the appeal for review as follows:

1. If the appeal asserts that the procedures of [Section 4.2.10](#) were not followed, the matter will be referred to the Vice President and General Counsel for review and recommendation to the President;
2. If the appeal asserts that the decision violates the University's non-discrimination policy, the matter will be referred to the Vice President for Inclusion and Equity for review and recommendation to the President;
3. If the appeal asserts the decision was inconsistent with the College/Library standards and criteria as required by Section [4.2.9.1](#), the matter will be referred to a panel of three (3) representatives from the University-wide Personnel Review Committee, none of whom can be from the same College or Library as the appointee. This panel will review the matter and make a recommendation to the President.

The review and recommendation shall be completed within thirty (30) days. Upon receipt of the recommendation, the President may:

1. Reverse the prior decision such that promotion, contract renewal, or tenure is granted;
2. Uphold the prior decision such that promotion, contract renewal, or tenure is denied; or
3. Send the matter back for reassessment to the College/Library Personnel Committee with instructions for its reassessment. The College/Library Personnel Committee shall report its

recommendation to the dean who shall then report to the Provost who shall then report to the President. Upon the completion of this step, the President's decision shall be final.

REGULAR FACULTY MERGER OR REORGANIZATION OF APPOINTMENT STRUCTURES

BOT 4.2.14

Date of Last Update:

June 01, 2017

Approved By:

- Board of Trustees

Responsible Office:

Legal, Compliance & Risk Management

POLICY STATEMENT

4.2.14 Merger or Reorganization of Appointment Structures

When an administrative reorganization results in the merger of two or more appointment structures, or the creation of a new appointment structure, faculty with tenure will be assigned to the merged or revised structure by granting them tenure.

REGULAR FACULTY REDUCTION IN FORCE

BOT 4.2.15

Date of Last Update:

June 01, 2017

Approved By:

- Board of Trustees

Responsible Office:

Legal, Compliance & Risk Management

POLICY STATEMENT

4.2.15 Reduction in Force

When personnel reductions involving faculty are necessitated by a bona fide financial emergency, the administration will apply the procedures and policies of this section unless it can show clear and sufficient reason why it should not. When personnel reductions involving faculty are necessitated only by demonstrated changing enrollment patterns or discontinuance of a major or minor instructional program or department the following procedures and policies will be applied.

1. Voluntary Options. The following voluntary options must be explored before layoff:

- A.** Transfer to open or new positions (this may include retraining at university expense).
- B.** Retirement.
- C.** Early or phased retirement.
- D.** Part-time employment.
- E.** Teaching any two of the three semesters.
- F.** Approved unpaid leave-of-absence for one year to explore other employment opportunities.
- G.** Resignation.

2. Internal Transfers. For transfer to open or new positions, the burden of proof must be on the receiving unit for showing cause why the person may not transfer to the unit. In cases of dispute the Provost/Vice President for Academic Affairs on advice of a faculty committee will decide on the merits of the case. Candidates for internal transfer to open and new positions will be evaluated according to the following criteria listed in order of priority:

- A.** Appropriate qualifications.
- B.** Ability to gain appropriate qualifications in a reasonable period of time (usually not more than a year) in the area of an open or new position.
- C.** Seniority will be used if candidates are judged equal.

3. In order to reduce faculty because of changing enrollment patterns or discontinuance of an instructional program or department the administration must first demonstrate to faculty governance and the Board of Trustees must then declare that such a necessity exists. Issues to be addressed in the demonstration should include the following:

- A.** Whether the enrollment change is temporary, cyclical, or long range;
- B.** Whether the unit is able to carry out its mission effectively with the reduction;
- C.** What the overall cost of the unit to Grand Valley State University is;

D. Whether the unit is unique in the state system;

E. Whether there are other units which depend on the services of the unit under consideration? If so, what impact the reduction will have?

F. Whether the unit is essential to the curriculum of undergraduate general education.

In the case of a condition of changing enrollment patterns, the Provost/Vice President for Academic Affairs will notify the Executive Committee of the Senate (ECS) of his/her perception that such a condition exists and provide a rationale at least 60 days prior to the Board of Trustees meeting at which the recommendation will be made, for the purpose of All University Academic Senate (UAS) review and resolution.

4. In cases of changing enrollment patterns or discontinuance of a major or minor program or department when necessary reductions cannot be effected by the voluntary measures, faculty members with tenure will be given one year's notice of layoff by registered mail, ordinarily by the end of winter semester but no later than June 30.

In cases of bona fide financial emergency an appointee with tenure will be given notice as soon as possible, not less than 12 calendar months notice unless the institution can show clear and sufficient reason for shorter notice.

The notice must include a rationale for the layoff ([Section 4.2.15.5](#)). Upon receipt of such a notice a faculty member must choose one of the three plans and in writing notify the Human Resources Office and appropriate Dean of the choice within 60 days from time of notice, unless the faculty member files a timely grievance alleging violation of this policy in respect to matters of Reduction in Force. In this case, the choice of severance [plan A or B](#) can be made only after the grievance is resolved and within 10 days from the time of resolution. Failure to notify the Human Resources Office within these time periods will automatically place the faculty in the third plan ([Plan C](#)).

The appropriate Dean will notify the faculty member in writing within 10 days of receipt of the faculty member's choice of severance [plan A or B](#) that the choice is acceptable or not. If not acceptable the faculty member may, within 10 days, refer the matter to the Provost/Vice President for Academic Affairs who will make the final decision in consultation with the Provost's Advisory Committee within 10 days of receipt of the referral. It is the intent of the university's severance policy to accept the faculty member's choice if at all possible.

A. Plan A . In the first plan (Plan A) the faculty members would tender letters of resignation effective at the end of the terminal year. In exchange, a faculty member at the end of the terminal year would receive severance pay equal to one-eighteenth (1/18) of his/her terminal year base salary for each year of service at GVSU, with a maximum of one year's severance salary, possibly spread over a 24-month period.

Refer to the [Plan A table](#).

B. Plan B . In the second plan (Plan B), the terminal year is waived. The faculty member receives one-seventh (1/7) of the present base salary for each year of service at GVSU up to a maximum of 1 & 1/2 years' pay. This amount would be spread over a period of time dependent upon length of service to GVSU according to the following schedule:

Refer to the [Plan B table](#).

C. Plan C. In the third plan (Plan C), faculty members would elect to have layoff status at the end of the terminal year which would entitle them to recall for the same position during the subsequent 24-month period. No severance pay is applicable in this option. ([Section 4.2.15.8](#) for applicable benefits.)

5. When layoffs are necessary, retention will depend on the following factors in order of priority:

A. Ability to do the remaining work in the assigned area. The following will apply in order of priority:

1. Advanced degree or terminal degree and/or teaching or professional experience in the field of assignment will be considered.
2. Regular faculty will be retained before adjunct or temporary faculty.
3. Tenured faculty will be retained before non-tenured faculty.
4. Faculty with more satisfactory performance evaluations will be retained before faculty with less satisfactory performance evaluations. (See [Section 4.2.15.9](#)) However, where general performance equivalency exists, seniority will be the single most important criterion.

B. Seniority (however, the all-university faculty affirmative action ratios, female/male and minority/non-minority, will not decrease below the then present levels through the application of this seniority criteria.)

6. Recall Rights. Faculty on layoff status are entitled to recall for the same position during the subsequent 24-month period. During this 24-month period laid off faculty will be notified of and given an opportunity to apply for open positions, but not for presently filled positions. These faculty members will be given first consideration before any faculty vacancies are filled through external recruitment.

Recall rights are terminated when a faculty member on layoff:

A. Does not reply within 10 calendar days of receipt of a registered letter concerning recall sent to the last known address; or

B. Refuses to be available for an interview, or

C. Refuses to accept an offer of a commensurate faculty position at Grand Valley; or

D. Accepts satisfactory employment elsewhere; or

E. Has reached the end of the 24-month layoff period.

7. EAP staff members laid off, who are on leave of absence from faculty status in an academic unit, may exercise rights in the same manner as faculty in that unit.

8. Faculty on layoff will have the option to remain in the group health insurance plan while on layoff status by paying full faculty cost, plus dependent cost if desired.

9. Full-time faculty who presently have tenure and who choose a reduced workload under this section will retain their appointment rights.

10. The declaration by the Board of Trustees of a bona fide financial emergency or condition of changing enrollment patterns is not grievable within the Grand Valley grievance procedure.

11. A small (3 or 4 members) faculty committee will be appointed jointly by the ECS and the Provost/Vice President for Academic Affairs to provide advice concerning:

A. Areas for reduction by department/program;

B. Transfer/retraining options for faculty;

C. Voluntary options, i.e., retirement, resignations, severance pay;

D. Personnel recommendations from the deans;

E. Financial emergency and changing enrollment patterns declarations.

12. If there is a faculty position opening at GVSU, the hiring unit, before advertising, must first exhaust the possibilities of transferring current faculty and recalling Grand Valley faculty from layoff status. The faculty committee advising the Provost and Vice President for Academic Affairs and the Provost/Vice President will monitor this process.

13. When it is clear that the laid off faculty member desires such assistance, he/she will be made the focus of an appropriate effort by the university to the extent of resources available (Research and Development Center, Human Resources and Placement Offices) to help that person find suitable employment elsewhere.

14. Tenure shall be considered to reside in GVSU and not in an individual unit.

15. Seniority is defined as years of service at Grand Valley State University less unpaid leaves of absence. It is determined by the date of hire to a regular faculty appointment in a tenure-track or equivalent position at Grand Valley and the total number of years of continuous full-time service

at GVSU. Any years of unpaid leaves of absence shall be subtracted from the total number of years of service.

REGULAR FACULTY GRIEVANCE PROCEDURE

BOT 4.2.16 - 4.2.17

Date of Last Update:

June 01, 2017

Approved By:

- Board of Trustees

Responsible Office:

Legal, Compliance & Risk Management

PROCEDURES

4.2.16 Grievance Procedure.

1. Definition of a Grievance. A grievance is defined as any issue that pertains to disciplinary action, terminations, implementation of reduction in force, or academic freedom. If the issue involves the denial of promotion, contract renewal and/or tenure, this is defined as an appeal and the process outlined in [Section 4.2.13.4](#) shall be followed. All other issues are defined as complaints and will follow the procedure outlined in [Section 4.2.18](#).

2. Procedure. A faculty member with an issue that could become a grievance will request a meeting with the Dean within ten days after learning of the incident upon which the issue is based. If the faculty member is not satisfied with the answer of the Dean, the faculty member may file a written grievance as follows:

A. Step 1 -Appeal to the Dean. The grievant will submit the grievance in writing to the Dean within ten days of the meeting or within twenty days of requesting the meeting, whichever is later. The written grievance will include the following:

1. A citation of the part(s) of the policy alleged to have been violated.
2. A statement of the facts of the case.
3. A suggested remedy.

The written grievance may also contain any supportive materials or statements which the grievant

feels are germane to the grievance.

The Dean will schedule a conference with the grievant within five days of the receipt of the written grievance. The Dean shall issue a written response to the grievant within five days of the conference. The response will include a summary of the conference and the decision of the Dean and the reasons for that decision.

B. Step 2 -Appeal to the Grievance Committee. If the grievance is not resolved at Step 1, the grievant may appeal the decision of the Dean to a Grievance Committee (through the Human Resources Office), within five days of the receipt of the Dean's written response. A Grievance Committee will then be selected according to [Section 4.2.17.1](#) and training scheduled. Upon completion of Grievance Committee Training ([Section 4.2.17.2](#)), the Committee will elect its chair and receive its charge. The Grievance Committee will be convened to conduct a formal review and submit a recommendation to the Provost/Vice President, except for grievances in which the Grievance Committee reports to the appropriate faculty committee (see [Section 4.2.17.3.B](#)). The appeal to the Grievance Committee will contain the written grievance as submitted at Step 1 and the response as issued at Step 1.

The Grievance Committee shall schedule conferences with the grievant and people related to the grievance within ten days of the receipt of the charge from the Human Resources Office. Within 60 days of receiving the charge, the Grievance Committee shall submit a recommendation based on its findings to the Provost/Vice President. See [Section 4.2.17.1](#) for summer exception.

C. Step 3 -Decision of the Provost/Vice President for Academic Affairs. The Provost/Vice President will review the Grievance Committee report and the written grievance as submitted at Step 1. In the cases of dismissal, the Provost/Vice President must have a conference with the grievant. Then the Provost/Vice President will issue a written decision within ten days of the receipt of the appeal or ten days of the date of the meeting between the grievant and the Provost/Vice President, whichever is later, and report this to the grievant, the Dean, the Chair of the grievant's unit, the Grievance Committee, the Associate Vice President for Human Resources, and, in matters involving dismissal for adequate cause, the chair of the College Personnel Committee.

In cases where the Provost/Vice President's decision is not concordant with the recommendation of the Grievance Committee, the Provost/Vice President will present the reasons for the decision, in writing, to the Grievance Committee, the President and, at the discretion of the Provost/Vice President, those directly involved in the grievance.

3. Miscellaneous Provisions.

A. Time Limits. All grievances shall be considered permanently resolved if not submitted by the grievant at the next step within the prescribed time limits. Time limits may be extended by mutual agreement.

B. Definition of Day. Within the grievance procedure references to day shall mean Monday through Friday and shall not include the day on which an appeal is made or a response is offered.

C. Participants. The grievant may choose to be accompanied by a colleague. However, legal counsel may not attend.

4.2.17 Grievance Panel, Grievance Committee and Their Procedures.

1.Establishment and Composition of the Grievance Panel. A Grievance Panel will be established, composed of six (6) faculty members elected from each of the College of Liberal Arts and Sciences, College of Engineering and Computing, Seidman College of Business, two (2) members each from the College of Education, Kirkhof College of Nursing, College of Health Professions, Brooks College of Interdisciplinary Studies, and the College of Community and Public Service; and one (1) faculty member from the Library.

All faculty members eligible for or holding tenure are eligible to vote for their College representatives to the Grievance Panel. Deans and other administrative officers will not be eligible to vote or be elected to the Grievance Panel. All panel members will be elected for staggered, three-year terms.

For a particular grievance, a Grievance Committee of four members chosen by lot drawn by the Associate Vice President for Human Resources and the Chair of the Academic Senate will be activated from the Panel to hear the case. The four members will be distributed as follows: one from the grievant's College and three chosen from the remaining Colleges.

The Associate Vice President for Human Resources and the Chair of the Academic Senate may exclude certain members of the panel from being on a Grievance Committee for reasons of unfair bias or conflict of interest either for or against the aggrieved person. The Associate Vice President for Human Resources will activate the Grievance Committee. The Grievance Committee will elect its own chairperson who will submit in writing the findings and recommendations of the committee concerning the case to the following individuals:

- The grievant
- The Provost/Vice President
- The Dean
- The Chairperson of the Personnel Committee, in matters involving reappointment, tenure, promotion or dismissal for adequate cause
- The Associate Vice President for Human Resources.

Grievance Committees do not normally meet during the summer between the end of the winter semester and the beginning of the fall semester. Grievances already under consideration by a Committee will be completed. Any grievance regarding the termination of a faculty member's employment in which the grievant's employment would terminate prior to the fall semester will be heard during the summer. This may necessitate the drawing of a Committee from those Panel members with summer appointments and if this is not sufficient the selection of new Panel members by the College.

2. Faculty Grievance Committee Training. Prior to receiving the charge to hear a faculty member's grievance, the Grievance Committee selected to hear the grievance will be required to meet for Grievance Committee training. This training will not include a review of the grievance to be considered by the Committee but will include the following.

A. Topics:

1. Review of grievance section of Faculty Handbook.
2. Discussion of the process.
3. Role, function and responsibility of the Grievance Committee.
4. Role of the Grievance Committee Chair.
5. Rules.
 - a. tape recording
 - b. witnesses and participants
 - c. minutes
 - d. deadlines and extensions
 - e. records
 - f. confidentiality
6. Conducting an investigatory hearing.
 - a. interviewing witnesses
 - b. attorneys, colleagues and others attendance
7. Deliberations of the Grievance Committee.
8. Getting advice during the process.
9. Writing the report and distributing the report.
10. Closing the file.

B. The Associate Vice President for Human Resources is responsible for coordinating this training.

Other individuals, such as legal counsel, may be used as appropriate. Those likely to be involved in the grievance as witnesses or Grievance Committee members will not be used for training.

3. Function and Procedures of the Grievance Committee. The Grievance Committee will function to review and make recommendations about a grievance.

A. Its function is normally to determine that the prior decisions in the case before it have been arrived at in accordance with the established procedures and with the educational and professional objectives of the university but may also include a substantive re-examination of the case. If the Grievance Committee should conclude that these conditions were not met in the case, or disagrees with prior decisions, it must include in its recommendation to the Provost/Vice President the reasons for this conclusion as well as a request that the Provost/Vice President require the appropriate officer or the chairperson of the College Personnel Committee, in matters involving dismissal for adequate cause, to determine and implement an appropriate redress based on the merits of the Committee's findings in the case.

B. The Grievance Committee reports to the Provost/Vice President; There shall be no further recourse for such a grievance.

C. The Grievance Committee will carefully observe that the burden of proof in all cases of action for adequate cause lies with the University; and that in all others, it lies with the grievant. In these latter cases, the grievant will have to show that the action was taken in violation of academic freedom or university procedures, or that the reasons given for the action, if requested, were inadequate.

D. The responsibilities of the Grievance Committee are:

1. To review the written grievance for legitimacy (see Definition of Grievance).
2. To hear statements from all persons involved in the grievance and/or any other persons who may clarify issues pertinent to the grievance.
3. To establish the facts.
4. To determine whether prior decisions have been made in accord with established procedures and with the educational and professional objectives of the appointment structure where the case arose.
5. To report its findings and recommendations to the Provost/ Vice President (subject to [Section 4.2.17.3B.](#)).

Tape recordings or stenographic records will be made of the hearings of the Grievance Committee, and the grievant may attend meetings of the Committee when testimony is being taken.

E. Procedures of the Grievance Committee. The Grievance Committee and the grievant and other persons related to any grievance should be, at all points in their deliberations, alert to informal opportunities for settlement satisfactory to those involved in the grievance. At any point in the proceedings, the grievant may withdraw the grievance by written notice to the chairperson of the Grievance Committee.

The Committee shall conduct the formal review in such a manner that will allow it to render a responsible judgment about the grievance. Its obligation to render such a judgment entitles it to full cooperation by faculty colleagues and administrative officers. The Committee should hear statements from all those involved in the grievance and/or any other persons who may clarify issues pertinent to the grievance. Statements of witnesses not appearing at the hearing may also be received, provided such statements have been made available to the grievant and other relevant persons to the hearing prior to the hearing. In all other respects the hearing committee will not be bound by strict rules of legal evidence, and may admit any evidence that is of probative value in determining the issues involved. Every possible effort will be made to use the most reliable evidence available. In the case of lack of unanimity, the Committee may report with a minority report or reports included.

4. Contents of the Report of the Grievance Committee. The report of the Grievance Committee will contain:

- A.** A statement of membership.
- B.** A statement of the grievance.
- C.** A statement of its activities.
- D.** A statement of its findings.
- E.** A statement of its recommendations.
- F.** Records of the hearing, including tape recordings and/or stenographic records.
- G.** Copies of any data used in its findings.

5. Records of the Grievance Committee Cases. Upon completion of a grievance, the chairperson of the Grievance Committee will submit a copy of the report and all data and communications regarding the grievance to the Associate Vice President for Human Resources who will maintain a file of such reports in an appropriate filing space provided by the university Human Resources Office. Any request to review these files should be submitted to the Associate Vice President for Human Resources.

REGULAR FACULTY COMPLAINT PROCEDURE

BOT 4.2.18

Date of Last Update:

July 13, 2018

Approved By:

- Board of Trustees

Responsible Office:

Legal, Compliance & Risk Management

PROCEDURES

4.2.18 Complaint Procedure.

1. **Definition of a Complaint.** A complaint is defined as an issue that is not an appropriate subject for a grievance as defined in [Section 4.2.16](#) or a matter covered by [Section 2.13.4](#). Complaints include, but are not limited to, scheduling, location, and remuneration.
2. **Procedure.** A faculty member with an issue that could become a complaint will request a meeting with the Dean within ten days after learning of the incident upon which the issue is based. If the faculty member is not satisfied with the answer of the Dean, the faculty member may file a formal written complaint as follows:

A. Step 1 - Appeal to the Dean. The faculty member will submit the complaint in writing to the Dean within ten days of the meeting or within twenty days of requesting the meeting, whichever is later. The written complaint will include the following:

1. A statement of the complaint.
2. A statement of the facts of the case.
3. A timetable of events.
4. A suggested remedy.

The written complaint may also contain any supportive materials or statements that the faculty member feels are germane to the complaint.

The Dean will schedule a conference with the faculty member submitting the complaint within five days of the receipt of the written complaint. The Dean shall issue a written response to the faculty member within five days of the conference. The response will include a summary of the conference and the decision of the Dean and the reasons for that decision.

B. Step 2 - Appeal to the Provost/Vice President for Academic Affairs. If the complaint is not resolved at Step 1, the faculty member may appeal the decision of the Dean to the Provost/Vice President within five days of the receipt of the Dean's decision. The appeal will include the written complaint as submitted and the response as issued at Step 1. If the faculty member with a complaint so desires, they may also include a response to the Dean's response.

In his or her sole judgment, the Provost/Vice President may convene a panel of faculty to review a complaint and provide an advisory opinion to the Provost/Vice President. A copy of the complaint advanced to the Provost/Vice President will be provided to this faculty panel. The faculty panel will have twenty (20) days to review the complaint and submit its advice, in writing, to the Provost/Vice President. The faculty panel shall not investigate the matter nor interview anyone especially the faculty member who submitted the complaint.

The faculty panel will be chosen by lot from the Grievance Panel drawn by the Associate Vice President for Human Resources and the Chair of the Academic Senate. The faculty panel will be composed of one regular faculty member drawn from the same college/library as the faculty member who submitted the complaint and two drawn from the remaining colleges/library.

The Provost/Vice President will review the complaint, response and may have a conference with the faculty member. The Provost/Vice President will issue a written decision within ten days of the receipt of the appeal or the receipt of the statement of advice from the faculty panel or ten days of the date of the conference with the complaining faculty member, whichever is later.

REGULAR FACULTY SALARY ADMINISTRATION

BOT 4.2.20

Date of Last Update:

July 14, 2017

Approved By:

- Board of Trustees

Responsible Office:

Legal, Compliance & Risk Management

POLICY STATEMENT

4.2.20 Salary Administration

1. **Compensation Service.** Compensation rates for faculty will normally be set on an academic

year basis except for library faculty. A compensable pay period will be any period when one has fulfilled all of his/her assigned responsibilities. For all or any part of such period when a faculty member has failed to meet the requirements of compensable service he/she will incur a proportionate forfeiture at the per day rate of 1/190 of his/her academic year rate or in the case of library faculty 1/260 of his/her annual rate. Faculty on an academic year pay basis, who terminate prior to the end of the academic year will be paid 1/2 of his/her base academic year rate for each full academic term of service. Faculty who terminate during an academic semester will be paid 1/190 of his/her academic year rate for each day of completed service during that semester. There are normally 95 payroll days during each semester including vacation and holidays. University contributions to all benefit plans shall be on the basis of base academic year rate or, in the case of library faculty, on base annual rate. Faculty on academic year appointments may elect to have their base salary paid over 9 or 12 months in semi-monthly installments starting with the first pay period of the fall semester. For purposes of Section 4.2.20, the academic year or fiscal year begins August 15.

2. **Starting Rates.** Starting rates for faculty will be administratively set within the approved salary range for the position by the appointing officer in consultation with the Human Resources Office. The minimum rate will normally apply for new faculty possessing qualifications not significantly above the minimum required. Additional allowances above the minimum may be made for completion of all course work toward the doctorate except the dissertation, completion of the doctorate, and for each year of full-time teaching at the level of instructor or above at a four-year, baccalaureate degree granting institution or above or equivalent professional experience. Exceptions to this policy because of special market conditions or within highly specialized fields must be approved in advance by the Provost/Vice President for Academic Affairs.

3. **Extra Compensation.** Extra compensation, except as provided in [Section 4.2.30.6](#) (Alternate Service), is determined as follows:

A. For extra semester situations for faculty on academic year appointments extra compensation shall be calculated according to the following method:

1. For 1 through 6 equivalent contact hours, 3.33 percent of the individual's previous academic year's base salary per equivalent contact hour or 10.0 percent for 3 credits.

2. All additional credits are at a minimum of \$1000.00 per credit.

In this section, an equivalent contact hour, as defined in the full-time teaching load definition, is equal to one contact hour taught in lecture, discussion or lecture-discussion format; two

equivalent contact hours are equal to three contact hours taught in laboratory or studio format.

B. Faculty who teach courses outside of and in addition to their normal full-time responsibilities shall be paid extra compensation at a minimum of \$1000.00 per credit hour per semester. This amount shall be appropriately prorated for teaching more than or less than three credits or where responsibility is shared with other faculty.

Faculty teaching courses off-campus shall be reimbursed for actual and reasonable expenses above those normally associated with transportation to and from the university in accordance with the university travel policy.

C. Extra compensation for faculty for other than teaching and related responsibilities shall be determined by the Appointing Officer with the approval of the Provost/Vice President for Academic Affairs.

4. Pay Adjustments. Salary advancement within the salary range for the same position will be based on an annual assessment of faculty performance in each of the evaluation criteria. Faculty must provide to their unit head the Faculty Activity Plan (FAP) and Faculty Activity Report (FAR) in advance of the annual review. Other factors for salary adjustment may include compression and market. Adjustments will normally take effect at the beginning of each academic year, or if appropriate, each fiscal year.

5. Promotional Increments. Faculty who are promoted shall receive, in addition to their regular salary increase, the indicated promotion increment or no less than the minimum of the salary range of the new rank if the combination of the regular increase and the promotion increment fall below the minimum.

Refer to the [Promotional Increments table](#).

REGULAR FACULTY PROCEDURES FOR THE AWARDING OF SABBATICAL LEAVE

BOT 4.2.25

Date of Last Update:

July 13, 2018

Approved By:

- Board of Trustees

Responsible Office:

Legal, Compliance & Risk Management

POLICY STATEMENT**2.25 Procedures for the Awarding of Sabbatical Leave.**

A sabbatical is defined as a period of release to provide an opportunity for the faculty member to learn, develop or enhance understanding or skills that will improve the applicant's teaching, scholarly/creative and/or professional competence beyond their normal workload (as described in Section 4). Sabbaticals are a part of the university's responsibility in relation to faculty growth and development. Such leaves contribute to the accomplishment of these ends by enabling the faculty to undertake specific, planned activities involving study, research, or creative work of mutual benefit to the applicant and to Grand Valley State University. The providing of resources necessary for sabbatical leaves is a high priority for the University.

1 . Eligibility. By March 15 each year, the Human Resources Office will provide the academic deans with the names of the faculty members eligible to apply at the beginning of the Fall semester. The deans then send a notice to each eligible person as a reminder, offering assistance in refining plans and indicating sources of relevant information. If a Fulbright or other comparable competitive scholarly grant is being sought separate from a sabbatical leave, the faculty member must ensure that the grant award will not be made for the year prior to a sabbatical nor the year immediately following a sabbatical (as specified in Section [2.30.4.C.](#)).

Subject to the provisions listed below (Section 10), sabbatical leave may be granted after six years of service. Such leave may not be awarded to the same person more than once in seven years and leave time shall not be cumulative. Up to two years of service prior to serving in a tenure track faculty position at the rank of instructor or above, or its equivalent, at GVSU or other accredited institutions of higher education may count toward fulfillment of the eligibility period. Only tenured Grand Valley faculty members are eligible to receive a sabbatical.

In computing consecutive years of service for the purpose of establishing eligibility, periods of vacation leave and periods of sick leave with salary shall be included; periods of leaves of absence other than vacation leave and sick leave will not ordinarily be included but shall not be deemed an interruption of otherwise consecutive service.

If a current full-time faculty member previously served part time, then their sabbatical will be delayed until the equivalent of six years of full-time service has been accrued. A part-time regular faculty member is eligible for a sabbatical after six years of service at or above their current appointment rate; a part-time regular faculty member will receive their current

appointment rate while on sabbatical. In the case of the faculty member on leave from a faculty position to hold an administrative position at Grand Valley, the provisions of [Section 2.11](#) apply.

2 . Application and Approval Process.

A. Applicants shall electronically submit the completed proposal via the sabbatical website. Successful proposals will then be reviewed by the Unit, the college/library committee charged with sabbatical reviews, the University Sabbatical Review Committee, the Dean, and the Provost.

B. At each level of review, the proposals shall be evaluated with reference to the objectives and criteria in Sections 4 and 5. The applicant shall be notified, in writing, of any negative recommendation, along with an explanation, within three (3) working days of the date of transmission of the notice.

C. Applicants whose proposals have been rejected may appeal to the next level of review within three (3) working days of their receipt of the reasons for rejection. This appeal must be in the form of a written statement and include the reasons that the proposal meets the objectives, criteria, and format in Sections 4 and 5. If the next level of review wishes to overturn a rejection on appeal, their written statement must provide an explanation addressing the reasons for reversing the previous decision, including how the proposal meets the requirements outlined in Sections 4 and 5.

- If the proposal is *approved* on appeal, a written explanation of the reasons for the approval will be sent to the previous level(s) of review and to the applicant; a written record of both the positive and negative recommendations will accompany the proposal when it is forwarded to the next level of review.
- If the proposal is *rejected* at two stages of review (Unit, College, University Sabbatical Review Committee, or Dean) on appeal, it ends for that academic year and may not be considered by higher levels of review.
- All appeals of a negative recommendation by the unit or college sabbatical review committee must be decided by December 1.
- All appeals of a negative recommendation by the University Sabbatical Review Committee must be decided by December 15.
- All appeals of a negative recommendation by the Dean must be decided by January 31.

D. Timetable and Additional Procedures of Review Process

September 1: Applicants submit proposals to the sabbatical website. As soon as possible after this date, units and/or Colleges will provide feedback to the proposal author. This may be done via a unit meeting or a unit email discussion. After receiving the unit feedback, the candidate can

revise the proposal.

September 23: The revised proposal must be submitted to the sabbatical website. After reviewing the revised proposal, the unit head will call for a vote (which may be done electronically) on the proposal. The possible votes are: Recommend, Recommend with reservation, Do not recommend. All tenured and tenure-track faculty are eligible to vote.

September 30: The unit head will write a summary of the unit feedback and actions for the college/library committee charged with sabbatical review. The unit head will forward Recommended and Recommended with reservation proposals (including revisions or amendments, if any) to the college/library committee charged with sabbatical review; no further revisions to proposals are permitted. The sabbatical proposals will be classified in tiers (Recommend, Recommend with reservation, Do not recommend) using the standard evaluation instrument by the appropriate college/library committee charged with sabbatical review based upon objectives and criteria outlined in Sections 4 and 5.

October 30: College/library committee charged with sabbatical review forwards recommended proposals by tiers to the University Sabbatical Review Committee.

December 1 : University Sabbatical Review Committee forwards recommendations to the college/library Dean. The University Sabbatical Review Committee will will classify the proposals in tiers (Recommend, Recommend with reservation, and Do not recommend) using the standard evaluation instrument based upon objectives and criteria outlined in Sections 4 and 5.

December 15: The college/library Dean forwards recommendations to Provost. The college/library Dean will classify the proposals in tiers (Recommend, Recommend with reservation, and Do not recommend) using the standard evaluation instrument based upon objectives and criteria outlined in Section 4 and 5.

January 31 : Provost forwards decisions to the President and informs Deans and University Sabbatical Review Committee. The Provost will inform the Board of Trustees of the titles and authors of approved proposals.

3 . Remuneration.

Faculty shall receive full salary when on leave one academic semester and fifty percent of base salary when on leave two academic semesters (or up to three academic semesters for faculty on a 12-month appointment). Applicants for sabbatical leave must specify other salaries, grants, fellowships, or financial support they expect to receive (or do receive) during the period of the leave. The combined incomes from such sources and the sabbatical grant shall not exceed the faculty member's normal salary plus expenses incurred because of the sabbatical leave. The recipient is expected to return to a regular appointment with Grand Valley for at least one

academic year (or twelve months in the case of faculty on twelve-month appointments) after the sabbatical period.

4. Objectives.

The scope of the sabbatical project should require the faculty member to have one or two (or three in the case of faculty with 12-month contracts) semesters of continuous release from normal teaching and service responsibilities. The sabbatical project should not be accomplishable in shorter intervals with other forms of assistance available. A request for sabbatical leave must be accompanied by a well-developed proposal for use of the leave time. The proposal shall conform to one or more of the objectives listed below:

1. Promise of a significant contribution to a new or existing subject under study or problem undertaken.
2. Expansion of skills that deepens or extends the applicant's professional capabilities related to teaching (or for librarians, professional effectiveness), research, or creative activity.
3. A planned effort to retrain professionally, in a manner appropriate to the applicant's discipline and the unit's and university's needs.

5 . Criteria and Format.

The sabbatical requests must address the following:

- A. A descriptive title for the project.
- B. Goals and objectives – the proposal needs a clear conceptual focus and must be explicit about the desired results or outcomes of the project. In addition, the applicant must state which of the objectives listed in Section 4 are addressed in the proposal.
- C. Background and significance of project – the proposal must clearly express how the project represents significant research or creative exploration, expansion of skills, or retraining within the context of the applicant's discipline.
- D. Relevant preparation – the proposal must demonstrate that detailed planning and specific preparation has already been done toward the successful completion of the sabbatical project.
- E. Project plan – the proposal must outline specifically how the sabbatical project will be conducted.
- F. Timeline – the proposal must detail a clear timeline for proposed activities.
- G. Benefit to one's own or other units – the proposal must connect the sabbatical project to other aspects of the applicant's work at the University.

H. The proposal shall not exceed ten (10) pages, excluding references and other supporting documents.

I. The prior sabbatical report must be submitted with the proposal as well as any results completed if promised after the prior sabbatical.

J. A condensed *Curriculum Vitae* (not to exceed 5 pages in length) focused on the applicant's scholarly or creative accomplishments most relevant to the sabbatical application must be submitted with the proposal.

K. The Unit Head must provide a summary of the unit's discussion with vote results, in addition to verification that requested amendments have been made.

6. Selection Process When Not All Recommended Sabbaticals Can Be Awarded.

There are two circumstances when not all recommended sabbaticals can be awarded: (1) inadequate funding, and (2) staffing problems.

A. Inadequate Funding.

In the event that the University anticipates that the number of recommended sabbaticals requires funds greater than the amount available for support, the Provost will explain the financial situation to the Chair of the Faculty Salary and Budget Committee and the Chair of the University Sabbatical Review Committee. The Chair of the Faculty Salary and Budget Committee and the Chair of the University Sabbatical Review Committee may respond to the Provost within seven (7) calendar days. The Provost will select proposals for funding based on the final classifications provided by the University Sabbatical Review Committee and his/her own review.

Applicants who are not awarded sabbaticals because of inadequate funding should reapply to be reviewed the following year.

B. Staffing Problems.

The recommendation not to award a sabbatical because of staffing problems will be made by the Dean after consultation with the appropriate unit head. Applicants who are not awarded sabbaticals because of staffing problems will receive a written explanation from the Dean. If an applicant's recommended sabbatical is delayed because of staffing problems, the applicant will be given priority for the following year, assuming the applicant's proposal has been recommended and approved by the Provost. If the applicant makes alterations in the sabbatical proposal or delays beyond one year, then the applicant must seek approval of alterations as outlined in Section 8. A faculty member whose sabbatical is delayed because of staffing problems will not be required to wait an additional 6 years from the later date before becoming eligible to apply for another sabbatical, but will be eligible to apply 6 years from the previous eligibility year provided

an approved final report is on file for the delayed sabbatical.

7. Delayed Sabbaticals.

An applicant whose sabbatical was awarded but must be delayed for reasons other than staffing problems will not have to resubmit their proposal for review and will automatically be recommended for a sabbatical the following year without reapplication or review of their sabbatical, provided the project has not altered (see Section 8). A faculty member whose sabbatical is delayed will not be required to wait an additional 6 years from the later date before becoming eligible to apply for another sabbatical, but will be eligible to apply 6 years from the delayed eligibility year of the delayed sabbatical provided an approved final report is on file for the delayed sabbatical.

8. Alternation of Project.

If a faculty member finds it necessary to alter the original project approved for the sabbatical leave by the Provost, then three months *before* the sabbatical would have commenced the faculty member must submit a revised proposal to his/her College Dean. This deadline may be waived in unusual circumstances by the Dean. If the Dean supports the revised proposal, the Dean will submit the revised proposal to the University Sabbatical Review Committee for special review and approval. If the proposed alteration is judged to significantly change or weaken the spirit of the original proposal, then the appropriate Dean or the University Sabbatical Review Committee may recommend to the Provost that the proposed alteration not be accepted. In this event, the sabbatical proposal would enter the standard review process (as outlined in Section 2). In the event that an alteration is proposed after the sabbatical has already commenced, the University Sabbatical Review Committee will recommend a course of action to the Provost. Depending on the nature and the extent of the alteration, the university may take action as it deems appropriate, including repayment to the university for time spent on sabbatical.

9. Cancellation of Project.

If a faculty member decides not to take a sabbatical leave which has been approved by the Provost, then the faculty member must inform the Dean of the appointing unit at least three months before the sabbatical would have commenced. If the faculty member cancels a sabbatical leave later than three months before the start of the leave, the Dean shall be free to deny the request. This deadline may be waived in unusual circumstances.

10. Final Report and Dissemination.

Each faculty member returning from sabbatical leave shall prepare a final report of the sabbatical activities and accomplishments in accordance with the guidelines on the sabbatical website. The faculty member must submit the report electronically via the sabbatical website. This final report

shall be filed no later than the end of the first semester after return to campus and shall include an account of the financial remuneration received during the sabbatical leave. The Provost will review the final report. If the Provost does not approve the final report as submitted, the faculty member may revise and resubmit it. The Provost will notify the faculty member, the Dean, and the Human Resources Office whether or not the final report has been approved. Eligibility for the next sabbatical leave shall be calculated from the academic year in which the Provost approves the final report.

A copy of the approved sabbatical report will automatically be sent electronically to the faculty member's Unit Head, Dean, the Provost, the President, the University Sabbatical Review Committee, and the library University Archives.

Faculty members are also required to participate in a University Wide Sabbatical Showcase in the year following their sabbaticals or in the year after the final report is approved.

11. The Colleges and University Sabbatical Review Committees.

Each College Personnel Committee or other designated committee will serve as the College Sabbatical Review Committee.

The University Sabbatical Review Committee is a subcommittee of the Research and Development Committee. The University Sabbatical Review Committee membership comprises seven standing members from the Research and Development Committee (of the seven no more than three members from a single college, including the chair), one representative from each of the College Sabbatical Review Committees, one representative from university libraries, and the Executive Director, Center for Scholarly and Creative Excellence (Ex officio, non-voting). The chair of the Research and Development Committee will serve as the chair of the University Sabbatical Review Committee. No member of the University Sabbatical Review Committee can vote or participate in discussion about his/her own sabbatical proposal. The University Sabbatical Review Committee reports to the Research and Development Committee, and the Research and Development Committee reports to the Provost.

The University Sabbatical Review Committee shall be responsible for reviewing sabbatical leave policies and procedures and shall recommend changes, when needed, to the UAS for feedback and endorsement. It shall also facilitate ways in which returning faculty can make new knowledge and insights available to Grand Valley State University.

REGULAR FACULTY BENEFITS

Date of Last Update:

October 02, 2017

Approved By:

- Board of Trustees

Responsible Office:

Legal, Compliance & Risk Management

POLICY STATEMENT**4.2.30 Benefits**

1. Holidays. For faculty the following days are University holidays: (usually including the Friday preceding any such holiday which falls on Saturday and the Monday following any such holiday which falls on Sunday)

Please refer to the [holidays table](#).

Two (2) floating holidays scheduled during the Christmas break; plus up to two (2) additional floating holidays scheduled during the Christmas - New Year's break, if the university is officially closed.

A faculty member is not eligible for holiday pay if the holiday occurs during an unpaid leave of absence, or if the holiday falls during a suspension without pay, or the holiday occurs during a time when he/she is not on pay status.

2. Vacation. Vacation for faculty members on academic year appointments is limited by the academic calendar and is not accrued. Vacation for faculty members on 12-month appointments is limited by the academic calendar and not accrued if the primary role of the unit is teaching scheduled courses. For units other than those whose primary role is teaching scheduled courses, faculty on 12-month appointments accrue vacation at the rate of five days per calendar quarter of completed service. In this case, a prorated number of days for a partial quarter of service will be computed when necessary. Approval of the use of accrued vacation is the responsibility of the appropriate unit head. Vacation time may not be charged until it is earned. Faculty members with accrued vacation terminating their employment will be eligible for their accrued vacation, not to exceed 20 days, provided at least four weeks' notice of their intent to leave is received. Up to 20 days of accrued vacation may be carried from one calendar year into the next.

If the primary role of the unit is teaching scheduled courses, then unit heads that have 12-month faculty should work with each faculty member to assure that the faculty member has the opportunity to take at least twenty days off per calendar year, in addition to holidays as provided

in [Section 4.2.30.1](#), and that, as far as reasonably possible, the schedule allows two or more weeks of consecutive days off. In the event a 12-month faculty member desires to take days off when classes are in session, then prior to the beginning of each academic year, the faculty member shall submit to the unit head a proposal for the use of twenty days off over the following 12-month period.

3. Salary Continuation. The University will provide, to the extent described below, a salary continuation program for full-time faculty members which is designed to provide salary protection in the event of personal circumstances which do not allow a faculty member to continue work. This program is intended only as a form of insurance and is subject to careful scrutiny of each appointing officer. The appointing officer may require proof that any absence at any time is appropriate. Salary continuation may be approved only for the following reasons:

A. Faculty member's childbirth, illness, injury, hospitalization, and appointments pertaining to health. In cases of injuries compensable under worker's compensation or no fault auto insurance, salary continuation may be used to the extent that the payments fail to equal the faculty member's regular base earnings.

B. Faculty member's child, step child, foster child, spouse, parent, or household member's illness, injury, hospitalization and appointments pertaining to health (limited to a reasonable amount).

C. The death of a faculty member's child, stepchild, foster child, spouse, brother, brother-in-law, sister, sister-in-law, parent or parent-in-law, grandparent, grandparent-in-law, or household member.

D. Attendance at a funeral other than above (maximum one day).

E. Inclement weather causing unusually hazardous conditions which necessitates the closing of the university.

All full-time faculty members will be allowed compensation at their regular base rate of pay for an absence that falls under paragraph "A" above for the entire absence period not to exceed six months from the date of illness, injury or hospitalization. No salary continuation as such will be accrued or reported although each appointing officer will be responsible for the equitable application of the policy.

4. Leaves of Absence with Partial Pay.

A. Jury Duty. A faculty member who loses time from his/her assigned responsibilities because of jury duty will receive the difference between his/her pay for jury duty and his/her regular base pay if such service occurs at a time when the faculty member is on pay status.

B. Military Duty. A faculty member who loses time from his/her assigned responsibilities

because of military training as a reservist or National Guardsman or due to a civil disturbance, not exceeding four weeks per year, will receive the difference between his/her military base pay and his/her regular pay if such service occurs while the faculty member is on pay status.

C. Fulbright or Comparable Competitive Scholarly Awards. To assist faculty members who are recipients of one semester Fulbright and other comparable competitive scholarly grants, the University will pay the difference between any salary grant amount and the faculty member's full base salary for the leave period, minus adjunct faculty replacement costs as determined by the dean. Eligibility is subject to the provisions of [Section 2.25](#).

5. Leaves of Absence without Pay from the University. A faculty member may request a leave of absence without pay for educational, medical, or personal reasons for a period of one to twelve months. Such request shall be approved by the appointing officer. Any accrued benefits will be protected during the leave although additional benefits will not accrue. The faculty member may continue existing group benefits with the appropriate university's contribution. Contribution to the retirement plan will not accrue during the leave period. In case of medical leave the university may require a physician's statement concerning the faculty member's ability to perform his/her assigned responsibilities either before departure or just prior to returning to active employment.

Absences without pay for a period of less than one month will be considered as lost time and are subject to the approval of the appointing officer.

6. Alternate Service. Faculty on academic year appointments may fulfill their full academic year responsibilities on the basis of working any two of the three academic semesters without loss of base academic year salary with the balance of the year considered vacation. A faculty member who serves in a full time capacity for an additional (third) academic semester, without additional compensation, shall be entitled to a compensatory equivalent semester of vacation during the subsequent academic year at the compensation level in effect when the vacation was earned, if all arrangements are approved by the appointing officer, the provost, and the president in advance. Should, due to a change of circumstances, a faculty member who has fulfilled the prior service obligation be allowed to work during the semester he/she expected to be on vacation, all such work shall be at a rate and under the conditions described in [Section 4.2.20.3](#).

7. Group Life, Medical and Dental Insurance. The university will provide life and dental insurance coverage for all faculty appointed one-half time or more, medical insurance coverage for regular faculty appointed three-quarter time or more, and medical insurance coverage for regular faculty hired prior to July 15, 2016 appointed one-half time or more, and their dependents and household members (as defined in plan documents) to the extent of the group insurance policies in effect providing the faculty member's appropriate payments are maintained. The schedule of benefits provided and their cost are described in materials available through the

Human Resources Office.

8. Group Disability. All full-time faculty are eligible to participate in the total disability benefits program subject to the provisions of the master contract. The benefits provided are described in materials available through the Human Resources Office.

9. Retirement.

A. University Base Plan. Effective July 1, 1996, regular faculty and executive, administrative and professional staff with appointments of one-half time or more will be eligible to participate in the base retirement plan comprised of three investment alternatives:

- 1) Teachers Insurance and Annuity Association (TIAA),
- 2) College Retirement Equities Fund (CREF),
- 3) Fidelity Investments - institutional retirement plan

Eligible faculty and staff will begin participation immediately upon employment. Participants are fully vested after completion of two years of employment.

The University will make a contribution equal to 12% of the participant's base salary. No contribution is required from the faculty or staff member.

Participants may elect an allocation of their university contribution among the three investment alternatives once a year. Allocation changes within those alternatives will be allowed as frequently as permitted by that carrier.

The normal retirement age used as a basis for calculating a full benefit is age 65. There is no mandatory retirement age.

A more detailed description of the base retirement plan related to pay out options, availability of funds and allocation changes and transfers within funds is contained in materials available in the Human Resources Office.

B. Supplemental Retirement Accounts. All regular faculty and staff may elect to have the university provide payment for tax deferred saving plans which qualify for IRS Code Section 403(b) and beginning July, 1, 2002 section 457(b) status through companies approved by the university. Faculty and staff can defer in such amounts as permitted by IRS Code Section 403(b) and 457(b). The election of such a benefit in no way affects the faculty or staff member's mandatory participation in the university's retirement program. The university retains the right to modify or terminate this optional deferral program upon reasonable notice to faculty and staff.

C. Medical Insurance for Retirees. The university will provide a medical insurance plan for official retirees hired before January 1, 2014. An official retiree (including early retirees) for

purposes of this benefit, will be defined as any regular university faculty or staff member who is employed by the university at the time of retirement, who is vested in a university sponsored retirement plan and whose years of university service and age total a minimum of 75.

Official retirees will be reimbursed for participation in the plan based on years of service.

Benefits will also be provided to the spouse, dependents, and household member of the retiree based on the same formula, less the dependent charge. The materials describing the program are available through the Human Resources Office. The university retains the right to modify or terminate this plan upon reasonable notice to faculty, staff and retirees.

10. Tuition Reduction Programs

A. Academic Participation for Faculty, Staff and Retirees. Effective fall semester, 1988, a regular faculty or staff member may with approval of his/her supervisor, enroll in Grand Valley State University courses tuition free, one of which may be taken during working hours each fiscal year. Retirees may enroll with the approval of the Human Resources Office. The materials describing the program are available through the Human Resources Office.

B. Reduced Tuition for Spouses, Eligible Dependents and Household Members of Faculty, Staff and Retirees. Effective fall semester, 1988, spouses, eligible dependents, and household members of regular faculty, staff and retirees are eligible for a 50 percent reduction of their tuition costs for all Grand Valley State University courses. Spouses, eligible dependents, and household members of regular faculty, staff and retirees who use this benefit are subject to the admission and academic requirements of the university. The materials describing the program are available through the Human Resources Office.

11. Flexible Spending Accounts. Faculty may elect once a year to participate in the Flexible Spending Accounts pursuant to the plan established under IRS Code Section 125. The materials describing the program and its options are available through the Human Resources Office. The university retains the right to modify or terminate this program upon reasonable notice to the faculty members.

12. Adoption Assistance. Effective January 1, 2001 all regular full-time and part-time faculty members and staff are eligible for adoption assistance. The benefits provided are described in materials available through the Human Resources Office.

13. Maternity and Other Temporary Medical Leave Policies. [Section 4.2.30.3](#) provides for Salary Continuation for faculty members subject to the terms of that section. The Maternity and Other Temporary Medical Leave Policies are intended to supplement and not substitute for Salary Continuation.

A. Maternity Leave Policy

Under the Pregnancy Discrimination Act (PDA), a pregnancy will be treated the same as any other "disability." The standard medical disability leave for childbirth is six weeks for a regular birth and eight weeks for a Caesarean. Depending on the timing of the standard medical disability leave, this faculty absence can cause significant interruption in students' learning. Therefore, to ensure continuity in students' learning, a faculty member will, with full pay, be released from responsibilities for student learning except when, for example, the birth date occurs in the late spring or early summer, in which case, no release time may be needed for faculty on an academic-year appointment. A release from "responsibilities for student learning" means a release from teaching as a principal instructor of a regularly scheduled, semester-long course.

A written maternity leave plan signed by the faculty member, the unit head, and the dean should be submitted to the Work Life Consultant in the Human Resources Office prior to the beginning of the faculty member's absence. This plan should note the medical disability leave dates, whether additional paid maternity release is being granted under the above policy, and if so, describe what duties will be resumed and what other assigned responsibilities will be completed after the standard medical disability leave has expired. Finally, the anticipated date of complete return should be included in the plan. The plan can be amended if unanticipated medical issues occur.

Additional information about the Maternity Leave Policy and possible leave arrangements can be found on the Human Resources website.

B. Other Temporary Medical Leave Policy

Temporary disability leave due to illness, surgery, or recovery from injury of a faculty member can also cause disruptions to student learning in that faculty member's class(es). If a temporary disability leave will exceed six weeks, to ensure continuity in students' learning, a faculty member will, with full pay, be released from responsibilities for student learning, except when, for example, the temporary disability occurs in the late spring or early summer, in which case, no release time may be needed for faculty on an academic-year appointment. A release from "responsibilities for student learning" means a release from teaching as a principal instructor of a regularly scheduled, semester-long course.

A written medical leave plan signed by the faculty member, the unit head, and the dean should be submitted to the Work Life Consultant in the Human Resources Office prior to the beginning of a faculty member's absence. This plan should note the disability leave dates, whether additional paid medical release is being granted under the above policy, and if so, describe what duties will be resumed and what other assigned responsibilities will be completed after the standard medical disability leave has expired. Finally, the anticipated date of complete return should be included in the plan. The plan can be amended if unanticipated medical issues occur. If the disability leave is an emergency, a plan should be submitted when there is enough information to

do so.

HONORARY NAMING OF A PORTION OF A GVSU FACILITY POLICY

PC 2.1

Date of Last Update:

June 30, 2014

Approved By:

- President's Cabinet

Responsible Office:

Office of the President

POLICY STATEMENT

Only in exceptional circumstances where a former member of the Grand Valley State University community has made an extraordinary, significant, positive, contribution will a portion of a facility be named for such a person. A portion of a facility may be a classroom, laboratory, conference room or similar space.

PROCEDURES

- Nominations must be made in writing to the appropriate Vice President. With the support of the Vice President, the nomination will be forwarded to the Executive Associate to the President. The Executive Associate to the President will bring the nomination to the President's Cabinet who will review and give input to the President of the University. The President of the University will make the final determination on the naming of portions of facilities.
- A nominee will typically have been employed by Grand Valley State University for a minimum of 20 years. In special circumstances the 20-year minimum may be waived.
- The nominee must not be employed by the University at the time of the nomination. Nominations will be accepted only after a one-year waiting period following the end of the person's service.
- The nomination must include specific examples of the nominee's contributions to the University.
- The names of portions of facilities honoring former members of the University community shall be considered permanent as long as that portion of the facility exists or its purpose

has not changed or the President subsequently determines otherwise.

- It is generally understood that entire University buildings or facilities will not be named in honor of a former member of the University community. (Please see Grand Valley State University Board of Trustees' Policies BOT 6.13.3, Naming of Buildings.)
- Consideration for the naming of academic programs, centers, etc. will follow the same procedure as outlined above.

The President of the University will consider nominations in consultation with others at the university as appropriate. The final decision on the naming of a portion of a University facility will rest with the President of the University. The Executive Associate to the President will communicate the President's decision to the requesting party and the appropriate Vice President.

POLICY ON POLICIES

PC 2.2

Date of Last Update:

March 25, 2008

Approved By:

- President's Cabinet

Responsible Office:

Office of the President

POLICY STATEMENT

The Grand Valley State University community will have access to clearly stated university-wide administrative policies, to be published as Grand Valley State University Policies on the University Web site. These policies will be:

- Formally approved and kept current
- Accessible to all parties in a centralized Grand Valley State University Policies website
- Communicated to operating units in a timely manner

PROCEDURES

A Policy is characterized by the following criteria:

- It is a governing principle that provides specific rules and provisions for implementing

Board policies and setting expectations for the administrative operation of the University.

- It has institution-wide application.
- It enhances the University's mission and connects it to individual conduct.
- It helps ensure compliance with applicable laws and regulations and Grand Valley State University Board of Trustees policies, promotes operational efficiencies and reduces institutional risk.
- It may change infrequently and sets a course for the foreseeable future.
- It is approved by the President and/or the President's Cabinet.

There are many department-level policies that apply only to those within a department and do not meet all of the above criteria. Therefore, they are not considered to be Grand Valley State University Board of Trustees' Policies, and are not governed by this document. However, these policies may not conflict with the Board of Trustees' Policies or President Cabinet (PC) Policies.

The Grand Valley State University Board of Trustees' Policies will not include: curricular requirements for degrees, the basic terms and conditions of employment subject to collective bargaining, Academic & Student Affairs Policies as published in the Faculty Handbook and Student Code, Catalog, or division-wide policies (approved by a Vice President in consultation with the President).

Additional Policy Criteria for Vice Presidential Review

A Vice President or the Provost may use the following criteria in addition to the above policy definition when determining whether a proposed policy is suitable for consideration as a Grand Valley State University Policy:

I. People

- a. Does it impact inclusion or equity?
- b. Who will be affected; how many will be affected?
 - i. Students
 - ii. Faculty
 - iii. Staff
 - iv. External or internal audience
 - v. More than one department/division
 - vi. More than one campus

II. Money

- a. Is there a source of funding?
- b. Does it involve an expense or provide revenue?
 - i. One-time expense

- ii. On-going expense
- iii. Fee or refund involved

III. Space

- a. Does it affect or commit a use of space?
- b. Does it involve the use of University communication systems?

[Policy Impact Statement and Policy Form](#)

[See Policy Flow Chart, PC 2.3](#)

ART COLLECTION MAINTENANCE AND CARE POLICY

PC 3.1

Date of Last Update:

December 05, 2014

Approved By:

- President's Cabinet

Responsible Office:

Art Gallery Department

POLICY STATEMENT

The Grand Valley State University art collection is made up of paintings, drawings, prints, sculptures, ceramics, textiles, and other works of art as defined by the Art Gallery Department but does NOT include plaques, signage, degrees, awards, and other similar items. The art collection is displayed on every University campus, and in nearly every University facility and building. Faculty and staff members, contractors, students, and other people with duties/responsibilities requiring them to come into contact with the University art collection are subject to the following policies and procedures to ensure that the University's legal, ethical, and fiduciary responsibilities for the safekeeping of these assets are maintained. For more details on all other internal art procedures, see the Art Gallery Collections Policy on the [Art Gallery's website](#) or contact the University Art Gallery at (616) 331-3638.

PROCEDURES

Maintenance and Care

All art at the University is to be cleaned, handled, installed, de-installed, and transported exclusively by the staff of the University Art Gallery. Other than representatives of the University Art Gallery, individuals must have written permission from the Director of Galleries and Collections, Assistant Director, or the Curator of Collections Management before handling or moving any pieces of the art collection.

Building Construction/Renovation Projects

The Director of Galleries and Collections or designee will call a meeting in December of each year with representatives from Facilities Services, Facilities Planning, and Auxiliary Services (Housing) for the purpose of identifying upcoming projects that will affect the art collection.

A follow-up meeting, called by Director of Galleries and Collections or designee, will take place in April of the next year for updating project status and will include a timeline for each project identified. Facilities Services Project Managers will be identified and included on the project lists.

The Director of Galleries and Collections, or designee, will attend the bi-monthly Facilities Project Status meetings to be kept up to date on all ongoing university construction projects and timelines.

The Art Gallery office will be alerted by a representative of Facilities Planning and Facilities Services as soon as reasonably possible for all, including last-minute, building project additions, deletions or changes. This includes a preferred art removal lead-time notice of no less than two weeks. This notice will be made directly by contacting the Art Gallery office.

The Art Gallery office will be contacted immediately in the event of an emergency (flood, fire, etc.) via a phone call if any piece of the art collection is in jeopardy of damage or destruction. The Art Gallery staff will maintain a disaster and emergency preparedness plan (under development) for its collections and will make it accessible on its website.

Use and Access

The University art collection shall be accessible for research and study by responsible investigators, subject to procedures necessary to safeguard the objects, the space in which they are located, and to restrictions imposed by limitations of exhibition requirement, availability of study space and facilities, and availability of appropriate curatorial staff as determined by the curator/manager in charge of the collection. The entire University art collection is made digitally accessible through an online searchable database and mobile device applications. Information about both may be found online at the Art Gallery website, www.gvsu.edu/artgallery.

BRIDGE FUND REQUEST POLICY

PC 3.2

Date of Last Update:

July 31, 2008

Approved By:

- President's Cabinet

Responsible Office:

Center for Scholarly and Creative Excellence

POLICY STATEMENT

Grand Valley State University does not encourage creating nor approving a Request to Add a New Fund (RANF) and establishing a FOAP prior to the official receipt of a fully executed award. A **fully executed** award is an externally sponsored agreement (grant, contract, or cooperative agreement) that is signed by the duly authorized official of both the external sponsor and Grand Valley State University. It is important to note that any expenses incurred prior to an award and without the appropriate approvals place the University at risk.

However, in some extraordinary situations, effective project management or research necessitates incurring expenses prior to the receipt of a fully executed award. In such cases, Principal Investigators may request a “bridge fund” be established in anticipation of the fully executed award. Principal Investigators should contact the Office of Sponsored Programs (OSP) to initiate a Bridge Fund Request.

PROCEDURES

In an effort to minimize the risk to the University, the Office of Sponsored Programs will verify with the sponsor the allowability of pre-award costs, the anticipated award amount, and the period of performance. Once OSP receives verification in writing from the sponsor’s grants or contracts officer, the responsible Principal Investigator, Chair/Unit Head, Dean, and University Authorizing Official are all required to agree in writing to proceed with the expenditure of University funds in anticipation of the award. This agreement will be prepared by OSP in consultation with the Office of Business and Finance. It will be the responsibility of the Principal Investigator to obtain the required signatures of the appropriate Chair/Unit Head, Dean, University Authorizing Official, and Executive Officer (Office of the Provost).

The Bridge Fund Request will be processed in a manner similar to the Request to Add A New Fund. However, attached to the Bridge Fund Request will be:

1. Written verification from the sponsor (signed by the sponsor Grants/Contracts Officer) received by OSP
2. Bridge Fund Request Agreement signed by the Chair/Unit Head, Dean, and University Authorizing Official
3. A copy of the proposal application, narrative & budget

A Bridge Fund Request shall not exceed 15% of the anticipated GVSU award amount. The maximum allowable amount requested will be verified by OSP in consultation with the Office of Business & Finance. If the award is for multiple years, the Bridge Fund Request shall not exceed 15% of the anticipated GVSU award amount for the first year of the funding. Upon the official receipt of the fully executed award, the bridge fund transition into the official FOAP for the project.

Should funding not be received from the sponsor (e.g. the award start date is delayed, or the costs are determined to be unallowable, etc.) coverage of costs incurred on the project becomes the responsibility of the Department Chair/Unit Head having initiated and signed the initial Bridge Fund Request form.

This policy was effective August 1, 2007 and will be revisited for any revisions, changes, or sunset within one year of its effective date.

Contact Office of Sponsored Programs

Phone: (616) 331-6826

Website: <http://gvsu.edu/grants>

COLLEGIALITY POLICY

PC 3.3

Date of Last Update:

June 06, 2014

Approved By:

- President's Cabinet

Responsible Office:

Provost Office

POLICY STATEMENT

Grand Valley State University has a tradition of collegiality and shared governance and strives to maintain these standards as a mainstay of its institutional culture. As a value stated in the Board of Trustees' policies as adopted by the Board of Trustees BOT 1.3:

A range of thoughtful perspectives is necessary for open inquiry, liberal education, and a healthy community. Recognizing this, we seek and welcome a diverse group of students, faculty and staff. We value a multiplicity of opinions and backgrounds and seek ways to incorporate the voices and experiences of all into our University. We value our local community and embrace the participation of individuals and groups from Michigan, the nation and the world. We also encourage participation in educational opportunities abroad.

In order to foster a healthy and diverse environment, we will act with integrity, communicate respectfully, and accept responsibility for our words and actions. This University is a community whose varied functions, responsibilities, and contributions are supportive of the instructional, research, and service mission of the institution. Collegial interactions as referenced throughout this policy are those interactions that occur among and between colleagues, subordinates, supervisors, administrators and students. Collegial interactions are essential to support that mission in an effective, efficient, and ethical manner.

PROCEDURES**FACULTY AND STAFF MEMBER**

If a faculty or staff member believes that she or he has been subjected to act(s) of non-collegiality, ideally, the individual should first try to discuss the matter with the offending person and/or the appropriate unit head or supervisor. If circumstances make this too difficult or if this does not resolve the matter, the faculty or staff member may seek assistance from the Work Life Consultant in Human Resources. In addition to providing help in resolving the matter, the Work Life Consultant can suggest other available resources. If using this process does not resolve the matter or the faculty or staff member so chooses, she or he may file a complaint using the appropriate Complaint Process identified for each staff group as listed below.

Complaint Process:

Faculty members – [Chapter 4, Section 2.18 of the Faculty Handbook](#)

Executive, Administrative and Professional Staff – [Board of Trustees' Policies 4.4.7](#)

Professional Support Staff – Section 3.2.4 of the Agreement

Confidential Professional Support Staff – Section 9 of the Confidential PSS Handbook

Maintenance, Grounds and Service Staff – Section 5.2 of the Agreement

Department of Public Safety Staff – Section 5.2 of the Agreement

Security Staff – Personnel Policies in the Security Staff Handbook

STUDENT

If a student believes that she or he has been subjected to act(s) of non-collegiality, ideally, the individual should first try to discuss the matter with the offending person. If circumstances make this too difficult or if this does not resolve the matter, the student may seek assistance from the Dean of Students Office. In addition to providing help in resolving the matter, the Dean of Students Office representative can suggest other available resources. If using this process does not resolve the matter or the student so chooses, she or he may file a complaint using the appropriate process in the Student Code.

NOTE: The GVSU Collegiality Policy was modeled after policy from Northern Illinois University (www.niu.edu)

DEFINITIONS

“Collegiality” defined:

Collegiality represents an expectation of a professional relationship among and between faculty, staff, and students with a commitment to sustaining a positive and productive environment as critical for the progress and success of the University community. It consists of collaboration and a shared decision-making process that incorporates mutual respect for similarities and for differences - in background, expertise, judgments, and points of views, in addition to mutual trust. Central to collegiality is the expectation that members of the University community will be individually accountable to conduct themselves in a manner that contributes to the University's academic mission and high reputation. Collegiality among faculty, staff, and students involves a similar professional expectation concerning constructive cooperation, civility in discourse, and engagement in academic and administrative tasks within the respective units and in relation to the institutional life of the University as a whole. Collegiality is not necessarily congeniality nor is

it conformity nor excessive deference to the judgments of faculty, staff, and students; these are flatly oppositional to the free and open development of ideas. Evidence of collegiality is demonstrated by the protection of academic freedom, the capacity of faculty, staff, and students to carry out their professional and learning functions without obstruction, and the ability of a community of scholars to thrive in a vigorous and collaborative intellectual climate.

Non-collegial Behavior(s):

Allegations or complaints of repeated and unreasonable activity, or a severe non-collegial act, that clearly interferes with the professional working, learning, or other University environment, if verified, will constitute a violation of this policy. Such allegations will be examined in a reasonable, objective, and expedient manner, and in accordance with applicable federal and state laws and university due process procedures. It is crucial for the University to ensure the right of all faculty, staff, and students to perform their individual and collaborative roles in a workplace, learning or other University environment that is free from incivility, misuse of authority, intimidation, humiliation, retaliation, and infringement upon personal and academic freedoms. Non-collegial behaviors constitute bullying.

CONFLICT OF INTEREST IN RESEARCH POLICY

PC 3.4

Date of Last Update:

December 22, 2016

Approved By:

- President's Cabinet

Responsible Office:

Center for Scholarly and Creative Excellence

POLICY STATEMENT

The University is committed to transparency, integrity of scholarship, and independence as it pursues its mission to create, preserve, and disseminate knowledge through teaching, research, and public service. Accordingly, Grand Valley State University allows and encourages faculty and staff to engage in outside activities and relationships that enhance the mission of the University. All faculty and staff members are to act with honesty, integrity, and in the best interest of the University when performing their duties, and to abide by the highest standards of research,

educational, professional, and fiscal conduct.

External sponsors, whether governmental or private, institute conflict of interest regulations of their own for investigators seeking research funding. The purpose of such regulations is to promote objectivity in research and to provide a reasonable expectation that the design, conduct and reporting of sponsored research will be free from bias arising from Financial Interests of participating investigators. As a recipient of external funding from governmental and nongovernmental sponsors, the University must comply with these regulations. Similarly, investigators engaged in research on human subjects will be expected to comply with the Conflict of Interest (COI) provisions of the University's Human Research Review Committee (HRRRC) whether the research is funded from external sources or not.

No research, sponsored program, or technology transfer activities occurring at the University shall be adversely affected by the financial interests of the University personnel carrying out those activities. Prior to participating in a research, sponsored program, or technology transfer activity, University personnel having a potential conflict of interest shall disclose the details to the University. The Research Integrity Officer at the University shall be responsible for reviewing the disclosures and instituting an adequate plan for the management of any potential financial conflict of interest.

If any application for external funding is involved, faculty and staff investigators shall ensure that they have disclosed all Significant Financial Interests related to their University Responsibilities prior to submitting the application, and as soon as possible thereafter if a new Significant Financial Interest meeting the disclosure standard arises. Disclosures shall also be updated as soon as possible, but within 30 days, when an existing Significant Financial Interest ends or changes in a material way.

Faculty and Staff investigators funded by the Public Health Service (PHS) and/or other agencies that abide by PHS COI regulations are subject to additional requirements in accordance with 42 C.F.R. Part 50.601. Investigators involved in research funded by PHS sponsors must complete required conflict of interest training before engaging in research and every four years thereafter. GVSU may require training more frequently than every four years if there is a substantive conflict of interest change or specific instances of noncompliance.

This policy fulfills federal regulations requiring institutions receiving federal funding to have in place a written, enforced policy and process to identify and manage, reduce, or eliminate conflicts of interest of persons engaged in the design, conduct, or reporting of federally funded research.

PC 3.5

Date of Last Update:

May 06, 2015

Approved By:

- President's Cabinet

Responsible Office:

University Libraries

POLICY STATEMENT

The Grand Valley State University Libraries are committed to following all applicable laws regarding copyright and other intellectual property. This includes not only preserving the rights of creators and owners of copyright, but also supporting the rights of users of copyrighted material, including fair use and other exemptions from copyright. This policy outlines the role of the University Libraries in providing education, information, and support regarding copyright, in order to fulfill our mission of advancing intellectual growth and discovery at GVSU.

PROCEDURES

The University Libraries work to educate and support our students, faculty, and staff by serving as an information resource on copyright law as well as the rights of creators, owners, and users of copyrighted materials. We provide detailed resources for understanding and working with copyright through our copyright guide: <http://www.gvsu.edu/library/copyright>

We also offer educational programming, individual consultations, and other services related to copyright issues. For more information on the copyright services we provide, or for support with a copyright issue, please contact a librarian <https://www.gvsu.edu/library/librarians>

The University Libraries offer education and information, but we do not enforce others' compliance with copyright law, nor do we provide legal advice. We can help faculty, students, and staff understand how copyright law works in general, and provide information on specific issues, but the final responsibility for ethical and legal use of copyrighted materials rests with the user. This responsibility extends to the use of technology provided by the Libraries, such as scanners and photocopiers.

The University Libraries do take responsibility for adhering to copyright law when using copyrighted materials in our mediated services, including course reserves and Document Delivery, and we make internal decisions accordingly. However, we cannot make decisions for other users;

we can only provide information and education. For legal advice pertaining to copyright and other intellectual property issues, we recommend that you contact the Division of Legal, Compliance & Risk Management.

EXPORT CONTROL POLICY

PC 3.6

Date of Last Update:

December 06, 2016

Approved By:

- President's Cabinet

Responsible Office:

Center for Scholarly and Creative Excellence

POLICY STATEMENT

All personnel at Grand Valley State University, including faculty at all levels, staff, students, visiting scholars, and all other persons herein referred to as “GVSU Personnel” retained by or working at the University must comply with all U.S. export control laws and regulations while teaching, conducting research, or providing service activities at or on behalf of the University. No GVSU Personnel may engage in any export activity that is prohibited by the U.S. Department of Commerce, the U.S. Department of State, the U.S. Department of Treasury’s Office of Foreign Assets Control, or any other government agency that enforces export laws/regulations. Similarly, GVSU Personnel may not transfer any controlled item, including technology and technical data, to any foreign nationals inside or outside the United States territory without approved documentation.

Compliance with export control laws and regulations must be considered and if necessary achieved *before* engaging in science or technology-based research, executing contracts or other agreements, purchasing high-technology devices or software, or traveling internationally.

It is essential that all GVSU Personnel keep current with information and training provided by the University. The Vice Provost for Research Administration (VPRA) is the University’s Empowered Official who is responsible for overseeing the University’s export compliance program.

The University’s Empowered Official is legally empowered to sign license applications or other requests for approval on behalf of the University and has authority to:

- (i) Enquire into any aspect of a proposed export or temporary import by the University,
 - (ii) Verify the legality of the transaction and the accuracy of the information to be submitted, and
 - (iii) Refuse to sign any license application or other request for approval without prejudice or other adverse recourse.
-

FACILITIES AND ADMINISTRATIVE COST POLICY

PC 3.7

Date of Last Update:

July 13, 2016

Approved By:

- President's Cabinet

Responsible Office:

Center for Scholarly and Creative Excellence

POLICY STATEMENT

Grand Valley State University's Facilities and Administrative (F&A) rate (also known as the indirect-cost rate) is established in accordance with the Federal Office of Management and Budget under 2 CFR 200 Uniform Guidance (previously A-21). The rate is negotiated between the University and the U.S. Department of Health and Human Services, the cognizant federal agency that oversees the administration of sponsored agreements at the University. The University's F&A rate reflects the cost of real, auditable expenses incurred in the conduct of sponsored research and programs. Included among these costs are depreciation costs of buildings and equipment, maintenance and repairs, janitorial services, utilities, hazardous waste disposal, libraries, and general administrative costs such as sponsored programs administration, departmental administration, and general administration (accounting, purchasing, legal services, personnel, and compliance). These costs are "indirect" because they are not easily identified with a specific project and therefore are not included in the "direct" portion of the budget. Such indirect costs support the conduct of research and other sponsored programs, regardless of the source of funding, and therefore must be applied to all sponsored projects. For reasons of sound management and equitable stewardship of resources used in support of all sponsored activities, it is expected that all sponsored projects recover full F&A costs.

PROCEDURES

Facilities & Administrative (F&A) Cost Recovery Policy:

It is the University's policy that all proposals and agreements for sponsored research, including subawards and industry contracts, are subject to the recovery of facilities and administrative costs (F&A) at the University's approved and published rate. In some cases, the sponsor has a written policy, uniformly applied, prohibiting F&A costs or restricting the payment of such costs to a lower rate. An exception to the University's F&A cost recovery policy may be warranted if it is clearly in the best interest of the University to accept the award with less than full F&A cost recovery. Any reduction (defined as a waiver of F&A) is strongly discouraged and requires prior approval from the Vice Provost for Research Administration. This exception does not apply to for-profit (industry) sponsors, as such sponsors are expected to provide full F&A when funding a sponsored project. Designation of a sponsored award as a gift will not preclude the recovery of indirect costs if such costs are allowed by the donor.

Facilities & Administrative (F&A) Cost Return and Use Policy:

Each year, the University returns a portion of the recovered F&A costs as appropriate to those generating the grants and contracts. This return of F&A costs generally occurs at the end of each fiscal year and is based upon the F&A costs recovered on sponsored projects during the preceding fiscal year (July 1 - June 30). For sponsored awards originating within academic units with a tenure stream Faculty Principal Investigator, recovered funds are distributed as follows.

- Faculty Principal Investigator – 12.5%*
- Faculty Home Department – 7.5%
- Appointing Officer of unit generating the recovered funds – 20%
- Provost – 20%
- General Fund (Facilities Infrastructure) – 40%

For all other proposals, recovered funds are distributed as follows.

- Appointing Officer of unit generating the recovered funds – 40%
- Provost – 20%
- General Fund (Facilities Infrastructure) – 40%

It is anticipated that, when appropriate, recovered funds will be used strategically for research initiatives, faculty start-ups, bridge funding and required cost share, and to provide the necessary administrative support for research projects. Indirect cost recovery funds cannot be used to increase the principal investigator's annual compensation.

Indirect cost revenue recovered on Financial Aid expenditures will not be allocated and all proceeds will be returned to the General Fund.

Charter Schools are not considered a sponsored program and therefore not affected by this policy.

*Note: if the recovered funds allocated to the Faculty PI are less than \$500, funds will be deposited into departmental FOAPs rather than individual Faculty PI FOAPS

GENERAL RESPONSIBILITIES OF PRINCIPAL INVESTIGATORS/PROJECT DIRECTORS POLICY

PC 3.8

Date of Last Update:

April 03, 2013

Approved By:

- President's Cabinet

Responsible Office:

Center for Scholarly and Creative Excellence

POLICY STATEMENT

The Principal Investigator/Project Director is responsible for a variety of general responsibilities, which are outlined in the following section.

PROCEDURES

Responsibilities

The following General Responsibilities form shall be provided by OSP to each Principal Investigator at the time of award. The Principal Investigator is responsible for signing and returning the original to OSP within five business days of its receipt. The original shall be retained in the award OSP record file in accordance with record retention guidelines. **The Principal Investigator/Project Manager is responsible for:**

- Compliance with the award terms and conditions. Notifying OSP of potential scope, budget or schedule shifts, and requesting/obtaining Authorizing Official review and approval of such, if required.
- Obtaining signatures on the (Request to Add a New Fund (RANF) form, and submitting the RANF to the Office of Business & Finance. A copy of the original proposal, notice of award, budget, and other official documents must be attached to the RANF form. The RANF will not

be processed without these attachments.

- Ensuring that the Salary Request is prepared and signed by the Unit Head/Dean and other appropriate individuals. Salary Request letters accompany the signed RANF form.
- Management of the grant, contract/subcontract, or cooperative agreement and conducting the project to meet project goals and objectives while adhering to agency guidelines and GVSU policies and procedures.
- Ensuring that all individuals involved in the administrative and financial aspects of the award receive BANNER training.

The Office of Grants Accounting will assist with the invoicing and accounting process. The PI is also responsible for ensuring that all grant expenditures are reviewed on a monthly basis (at a minimum) and ensuring that those expenses incurred are approved in the BANNER system.

- Ensuring that for those items acquired or purchased under the terms of the award and with grant funds that sponsor requirements and GVSU Purchasing Procedures are followed.
- Ensuring that all project expenditures are directly related to the project and necessary to meet project goals and objectives. Knowing the cost sharing requirements that were committed in the budget approved by the agency and GVSU and insuring that these obligations are met.
- Certifying the time/effort of personnel paid by the grant, contract/subcontract, or cooperative agreement, or cost sharing/matching time on the project.
- Completing a Conflict of Interest Financial Disclosure form, and having no conflict of interest that could affect the conduct of the project. Any such possible conflict of interest must be reported to OSP as soon as it is apparent.
- Ensuring that the PI as well as all undergraduate, graduate, or post-doctoral students receive Responsible Conduct of Research training, if required by the sponsor. PIs and students are required to sign a Completion of Training form confirming the date, receipt, and satisfactory completion of this training. The form must be returned to OSP for the record file.
- Ensuring that [GVSU policies and federal regulations governing the protection of human research subjects](#) are followed. Ensuring the adherence to federal governing regulations and [GVSU Animal Care and Use Policy](#) for the use of animals in research.
- Ensuring compliance with the GVSU policy on Political Activity, as well as ensuring compliance with the terms and conditions of an award governing such activity.
- Submitting required reports and/or documentation in a timely manner.
- Certifying that s/he, and any subcontractor or sub-recipient on this project, is not

debarred, suspended or proposed for debarment by any federal entity. The PI agrees to notify the University (both OSP and Purchasing Dept.) of any change in this status, should one occur, until such time as an award is made under a procurement action. See www.sam.gov.

NON-AFFILIATE/GUEST USE OF LIBRARY RESOURCES AND COMPUTERS

PC 3.9

Date of Last Update:

May 07, 2015

Approved By:

- President's Cabinet

Responsible Office:

University Libraries

POLICY STATEMENT

Grand Valley has developed this policy in cooperation with its libraries and library staff to outline the policy for non-affiliate and guest usage of written materials, books and documents housed within the library as well as library computer resources.

PROCEDURES

Tours

All requests for tours will be evaluated according to purpose, outcomes and facility availability. Scheduling is based on staff availability, the University academic calendar and activity within the library. Tours may be restricted during mid-term and final exam study periods.

General building tours may be requested by calling 616.331.3500.

Walk-in tours of the Mary Idema Pew Library Learning & Information Commons are offered throughout the year. No registration is necessary, and these tours are available on a first come, first served basis, and limited to fifteen per session. Inquire at the Service Desk upon arrival. Self-guided tour brochures are available at the Service Desk.

GVSU course specific tours of any of the University Libraries locations may be requested, please

contact your subject librarian.

University, school and professional groups interested in specific library programming; building vision and project, technology, architecture, facilities, or LEED information may request an administrative meeting and building tour by contacting University Libraries Administration at 616.331.2606.

Library Resources

Borrowing of GVSU library items requires a valid GVSU ID, GVSU Alumni Card, or Mel Cat Visiting Patron status.

Computer and Wireless Access

Guests must present a valid, government issued ID to library staff. Additionally, guest users will agree to abide by current GVSU computer use policies. Failure to do so will result in computer and wireless access privileges being revoked. Library staff will exercise discretion in limiting guest access in favor of GVSU students, faculty and staff. Accommodations will be made for those in need of accessing our government depository collections.

Room Reservations

The University Libraries is oriented toward the students, faculty and staff of Grand Valley State University. Room reservations are limited to GVSU affiliated individuals and require authentication.

Minor Guests

We cannot guarantee the safety or protection of unescorted children in the library. A child should not be left unattended, and GVPD will be called to assist with the safety of an unattended child. Access to, or use of, the Internet by minor children is the responsibility of the parent or guardian. We do not use filtering software. Minors (under age 18) are not permitted to check out items. Authorized representatives may check out items for minors, and in doing so, assumes responsibility for the material.

EXTERNALLY SPONSORED PROJECTS POLICY

PC 3.11

Date of Last Update:

October 15, 2018

Approved By:

- President's Cabinet

Responsible Office:

Center for Scholarly and Creative Excellence

POLICY SCOPE

This document establishes Grand Valley State University's (University) official policy governing the administration of proposals, awards, contracts, and agreements for *all externally sponsored projects*. Externally Sponsored Projects do **not** include Purchasing Agreements or Philanthropic Gifts.

The purpose of this policy is to help ensure that all proposals and awards for externally sponsored projects conform to federal regulations, including the Office of Management and Budget 2 CFR 200—Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards (a.k.a., the Uniform Guidance)—and are consistent with GVSU's academic and business policies and sound fiscal practices.

POLICY STATEMENT

Only the Vice Provost for Research or their designee (VPR) may submit proposals to fund and/or otherwise support externally sponsored projects on behalf of the University. In order to ensure acceptance of a subsequent award, the VPR must approve all proposals prior to submission.

In addition, the VPR may accept on behalf of the University any Externally Sponsored Project resulting from such proposal submissions or other solicitation processes. The University will not normally accept awards received from outside sources without prior proposal approval as provided in this policy.

DEFINITIONS

Assistance Action: The main purpose of an assistance action is to transfer money, property, services, or anything of value to the recipient in order to accomplish a public purpose of support or stimulation. The agency must have legal authority to award assistance agreements for this purpose. Grants or cooperative agreements are used to award assistance funds.

Externally Sponsored Project: Externally Sponsored Projects include all projects supported by way of grants and cooperative agreements (direct Assistance Actions); incoming or outgoing sub-recipient agreements or subawards (pass-through Assistance Actions); certain incoming or outgoing contracts (i.e., *externally sponsored Procurement Actions*), including direct contracts, [service agreements, and consulting agreements](#); pass-through subcontracts and service

agreements; and certain other agreements, including master collaboration agreements, material transfer agreements, and data-use agreements—whether funded or unfunded. Externally sponsored projects do **not** include Purchasing Agreements or Philanthropic Gifts.

Philanthropic Gift: A philanthropic gift is an instrument by which an outside donor voluntarily transfers money, services, or property from a donor to the University. There is no expectation of direct economic benefit or the provision of goods or services to the donor, although donors can place stipulations on gifts that direct the funds to the donors' areas of interest. The absence of quid pro quo language helps define the charitable nature of this type of giving.

Procurement Action: The main purpose of a procurement action is to acquire property or services by purchase, lease, or barter for the use or direct benefit of the purchaser (whether the purchaser is the university purchasing from an outside entity or an outside entity purchasing services from the university). An agreement or contract is used as the legal instrument to award a Procurement Action.

Purchasing Agreement: An agreement entered into by the University through its Procurement Services Office and an outside vendor or supplier to purchase goods and/or services. Examples of non-sponsored purchasing agreements include software licenses, pricing agreements, equipment maintenance agreements, custodial and facilities services, landscaping services, and office supply-vendor agreements.

TEXTBOOKS AND COURSE MATERIALS POLICY

PC 3.12

Date of Last Update:

October 10, 2016

Approved By:

- President's Cabinet

Responsible Office:

Provost Office

POLICY STATEMENT

Textbooks and related course materials continue to be essential to the delivery of knowledge. For various reasons, the cost of those materials has continued to rise. The goal of the University is to

provide the best quality educational resources at the lowest possible cost to the students by minimizing the cost of textbooks and course materials used at the university while maintaining quality of education and academic freedom.

PROCEDURES

The Provost's Office is responsible for overseeing the faculty role in textbook selection. It discharges that responsibility by working closely with the Deans of the colleges. Business and Finance is responsible for overseeing the practices of the GVSU Laker Store.

Responsibilities of the Faculty:

- Faculty members shall submit lists of required textbooks, recommended textbooks and supplemental course materials to the GVSU Laker Store by the specified deadlines.
- Faculty are expected to compare various textbook options and to make the selection by taking into account pedagogical value, price, and availability. If all other considerations are about the same, the less expensive option should be selected. When there are multiple sections of a course taught by different instructors, it is preferable (but not required) that departments order the same textbook for all sections, in order to benefit students who may be adjusting their schedule during drop/add week and to support inventory management for the GVSU Laker Store.
- When faculty wish to require the purchase of any published textbooks or materials for which they have or will receive royalties or revenue, this decision shall be reviewed by the Unit Head, who shall determine whether the selection is appropriate, taking into account the criteria above. The purpose of the review is to disclose and to manage any actual or potential conflict of interest. The Unit Head may authorize that the review be conducted by a designee if certain disciplinary expertise is needed or if the Unit Head cannot provide a neutral review. If the Unit Head cannot identify a designee, then the review shall be conducted by the Dean or designee.

Responsibilities of the GVSU Laker Store:

- The GVSU Laker Store will continue to reduce textbook prices whenever possible.
- The GVSU Laker Store will buy back used textbooks, and the following semester make the used copies available at reduced price and display them next to the new ones.
- When filling departmental textbook orders, the GVSU Laker Store shall acquire as many used

but still up to date copies as possible, make them available at reduced price, and place them next to the new ones.

- The GVSU Laker Store will display the required texts and materials with the course instructors' names and course section numbers. This will help students make informed decisions when finalizing course schedules.
-

TRAINING OF PERSONNEL INVOLVED IN ANIMAL RESEARCH

PC 3.13

Date of Last Update:

July 31, 2008

Approved By:

- President's Cabinet

Responsible Office:

Center for Scholarly and Creative Excellence

POLICY STATEMENT

In conduction of research, all people working with laboratory animals must be qualified to do so in order to ensure the humane treatment of animals. As such, Grand Valley complies with the Animal Welfare Act as described below.

PROCEDURES

The Animal Welfare Act (AWA) Sec. 2.32 (a), (b), and (c) specify:

(a) It shall be the responsibility of the research facility to ensure that all scientists, research technicians, animal technicians, and other personnel involved in animal care, treatment, and use are qualified to perform their duties. This responsibility shall be fulfilled in part through the provision of training and instruction to those personnel.

(b) Training and instruction shall be made available, and the qualifications of personnel reviewed, with sufficient frequency to fulfill the research facility's responsibilities under this section and §2.31.

(c) Training and instruction of personnel must include guidance in at least the following areas:

- (1) Humane methods of animal maintenance and experimentation, including:
- (i) The basic needs of each species of animal;
 - (ii) Proper handling and care for the various species of animals used by the facility;
 - (iii) Proper pre-procedural and post-procedural care of animals; and (iv) Aseptic surgical methods and procedures;
- (2) The concept, availability, and use of research or testing methods that limit the use of animals or minimize animal distress;
- (3) Proper use of anesthetics, analgesics, and tranquilizers for any species of animals used by the facility;
- (4) Methods whereby deficiencies in animal care and treatment are reported, including deficiencies in animal care and treatment reported by any employee of the facility. No facility employee, Committee member, or laboratory personnel shall be discriminated against or be subject to any reprisal for reporting violations of any regulation or standards under the Act;
- (5) Utilization of services (e.g., National Agricultural Library, National Library of Medicine) available to provide information:
- (i) On appropriate methods of animal care and use;
 - (ii) On alternatives to the use of live animals in research;
 - (iii) The could prevent unintended and unnecessary duplication of research involving animals; and
 - (iv) Regarding the intent and requirements of the Act.

The *PHS Policy*, Section IV.C.1.f. places the responsibility specifically with the IACUC to ensure that personnel conducting procedures on research animals are appropriately qualified and trained in those procedures. The Institutional Animal Care and Use Committee may require additional training for each individual, depending on their prior training and experience with animals.

UNITED STATES GOVERNMENT DOCUMENTS INTERNET USE

Date of Last Update:

July 31, 2008

Approved By:

- President's Cabinet

Responsible Office:

University Libraries

POLICY STATEMENT

Grand Valley State University Libraries will provide the public with free and unrestricted access to online government information provided through the Federal Depository Library Program in accordance with section 1911 of Title 44, *United States Code*.

PROCEDURES

The public is able to access these materials on the Government Documents personal computers in Mary Idema Pew Library Learning & Information Commons and Steelcase libraries. Patrons are not required to provide any form of identification to use these computers, although they will need to see a librarian or staff person at the reference desk to login. Patrons using these computers are expected to adhere to the university's policies regarding the use of electronic resources.

SPACE ASSIGNMENT POLICY

PC 3.15

Date of Last Update:

July 16, 2012

Approved By:

- President's Cabinet

Responsible Office:

Provost and Facility Planning Offices

POLICY STATEMENT

Space is an institutional resource of Grand Valley State University. As such, it does not belong to

an individual, a program, a unit or a college and may be reassigned in the best interests of the University. The goal of the University's allocation and reallocation of space is to achieve the highest and best use of University resources.

The Provost's Office is responsible for assigning and overseeing space used for academic purposes, including classrooms, laboratories, academic secretarial spaces, and faculty offices. It discharges that responsibility by working closely with the Facilities Planning Office to maintain and remodel existing space; to allocate and reallocate that space; to help plan, schedule, and coordinate moves; to plan new space; and to explain allocation and reallocation decisions.

The Facilities Planning Office is responsible for overseeing all non-academic space, including outdoor space. It discharges that responsibility by working closely with the Provost's Office to maintain and remodel existing space; to allocate and reallocate that space; to help plan, schedule, and coordinate moves; to plan new space; and to explain allocation and reallocation decisions.

At least annually, Facilities Planning will conduct a physical review of space to investigate identified issues or potential space issues that need attention.

Periodically, the Provost's Office and the Facilities Planning Office will meet with appropriate representatives of the University's organizational units to discuss upcoming moves and longer term plans for expansion and/or contraction.

This policy is applicable to all departments, offices, University employees and other members of the University community occupying space owned or leased by the University.

ACCOMPANYING STUDENTS OUTSIDE THE U.S.A. POLICY

PC 3.16

Date of Last Update:

November 07, 2017

Approved By:

- President's Cabinet

Responsible Office:

Office of the Provost

POLICY STATEMENT

Policy Statement

Faculty and staff accompanying students outside the United States assume a degree of responsibility for students which does not exist when faculty or staff travel independently. The lead faculty and staff member who is accompanying students abroad is required to:

1. Submit the appropriate application to their Dean or Appointing Officer, for acknowledgement and approval *before* travel plans are confirmed (or flight tickets purchased), and no later than 30 days before departure.
2. Submit the following documents to their Dean or Appointing Officer, with copies to the Padnos International Center (PIC), at least seven days before departure:
 - a. Detailed itinerary for program/project;
 - b. Contact information on how the faculty member can be reached for each stage of the program;
 - c. Emergency contact information for each participant in the group (form available from PIC website);
 - d. Signed liability waivers from each participant in the group (form available from PIC website);
 - e. Photocopy of photo/information page of each participant's passport;
 - f. Completed Health Information form for each participant in the group (form available from PIC website).

Documents submitted by units, pursuant to this policy, will be collected and maintained as appropriate by the Padnos International Center. A link to the application form can be found on the Padnos International Center's website: www.gvsu.edu/pic (under "Faculty/Staff").

SERVICE AND CONSULTING AGREEMENTS POLICY

PC 3.17

Date of Last Update:

October 15, 2018

Approved By:

- President's Cabinet

Responsible Office:

Center for Scholarly and Creative Excellence

POLICY STATEMENT

This document establishes Grand Valley State University's (University) official policy governing the

approval and management of service or consulting agreements that employees through the University, meaning cases in which the University would be the contracting party. These are agreements under which Principal Investigator (PI)-Eligible faculty and/or Administrative/Professional (A/P) staff members are obligated to provide specified services or “deliverables” and that do not fall squarely within the traditional framework of research or teaching activities. While these agreements may have research, scholarly, or other benefits to the University, those benefits are a secondary aspect, not the primary purpose of the activity. The terms “service agreement” or “consulting agreement” are intended to be descriptive; such agreements could have other labels or titles.

In some cases, employees who may consider providing services independently of the University as consultants will do this for their own account, on their own time, and using their own resources and subject to applicable University policies. However, review and approval of all proposed service and consulting agreements under this policy is required to ensure compliance with employment, tax, and intellectual-property law; regulatory requirements governing research and the use of certain kinds of data; and institutional policies regarding student engagement in externally funded activity and the appropriate use of University resources.

The University should be the contracting party only when justified by compelling reasons that meet the General Criteria of this policy. There are occasions, however, when a [PI-Eligible](#) faculty or AP staff member wants to provide a service through the university. For example, the activity may have a strong academic and/or university programmatic component and the faculty or A/P staff member may want to be able to use university facilities, resources, staff, or students to carry out the proposed contractual activity. In those circumstances, **this policy allows for the University to act as the contracting party, but only if the activity in question meets the General Criteria of this policy.**

By way of illustration, but without limitation, services that PI-Eligible faculty and A/P staff members may seek to provide through this policy may include:

- Performing an evaluation or assessment of an external program, such as an educational program or public-health initiative;
- Establishing rating criteria, such as standards for measuring health or safety outcomes;
- Providing technical assistance to a foreign government in areas such as social, health or economic services;
- Delivering professional-development services;
- Partnering with industry to engage students in technical projects the delivery of which will contribute to the educational goals of the students involved; and/or
- Assisting a city government in its urban planning.

PROCEDURES

This policy designates authority to the Vice Provost for Research Administration or their designee to establish such operational procedures as deemed necessary to implement the policy, and ensure operational efficiency, proper oversight of compliance and financial management, and ensure the success of externally sponsored projects at the University.

DEFINITIONS

Authorized Organizational Representative (AOR): The official to whom the Provost delegates authority to submit proposals to fund and/or otherwise support externally sponsored projects on behalf of the University and to accept on behalf of the University any awards, contracts, or agreements resulting from such proposal submissions or other solicitation processes.

PI-Eligible: University faculty and AP staff members who are documented as eligible to serve as a Principal Investigator as defined in the University's Principal Investigator Eligibility Policy.

Benefits and Risks

Often, participating in service agreements involves high-profile and challenging projects that may benefit members of the university community by, for example:

- Adding significantly to faculty, staff, and student expertise;
- Demonstrable connections to curricular and co-curricular development, new teaching cases, program development in executive education, and professional development;
- Engaging faculty in domestic and international matters that are highly relevant to their teaching and scholarship, or employees in their administrative responsibilities; and/or
- Initiating or reinforcing strong institutional relationships that can serve long-term University interests.

Though there may be much to recommend the pursuit of these opportunities, especially where there is substantial potential to advance scholarship, education, and service, these arrangements may also pose risks that need to be managed. **Service and Consulting Agreements are more complicated for the University to manage than routine sponsored-project agreements because of the expectations of the external entities, who perceive themselves as clients or customers rather than sponsors.**

The following potential risk factors will be considered in the evaluation of Service and Consulting Agreements:

- The University, as the contracting party in these agreements, bears the risk of liability or reputational harm for non-performance or poor performance of agreed-upon tasks and for unsatisfactory contract “deliverables.” Potential risks reach beyond the payments to the University and could include monetary damages from the downstream effects of contested performance.
- Unlike in sponsored-project arrangements (i.e., assistance awards, such as grants or cooperative agreements), in which the sponsor may be presumed to be committed to the principles of objective science or the enhancement of the public welfare, “clients” or “customers” in service arrangements may be more focused on obtaining specific results and will likely be more involved in directing performance of the services. Institutional integrity and impartiality may be called into question if expectations are not properly managed at the outset.
- **The use of the University’s students and staff to assist in these projects also raises unique policy issues.** The University has a duty to students in particular. They should not be made to work on projects unless the work advances their educational goals. The interests of employees, students, and the institution must be safeguarded in the negotiation of such arrangements to assure them that they may generate and publish works of scholarship, receive proper credit for their work, obtain appropriate intellectual property or other proprietary rights in the work product, and avoid confidentiality or other obligations that may compromise transparency and injure reputations.
- Special attention must be paid to assure that these arrangements comply with the university’s obligations as a tax-exempt organization (e.g., IRS regulations regarding Unrelated Business Income).

General Criteria

The proposed Service and Consulting Agreement must:

1. Advance the core mission of the academic or non-academic organizational units that will carry it out;
2. Provide a significant institutional and/or public benefit; and,
3. If students are to participate in the activity, provide both a learning experience that advances student educational goals and that students will be free to use and disclose details of the experience in their academic and career pursuits, unless a Non-disclosure Agreement has been approved by the Office of the Vice Provost for Research Administration.

The determination as to whether a proposed Service and Consulting Agreement meets these criteria shall be the responsibility of the employee's Appointing Officer. Such determinations shall be documented using University procedures for sponsored activity.

In addition, the proposed Service and Consulting Agreement must:

1. Present manageable and limited risks;
2. Be accurately budgeted to generate sufficient revenue to pay for full performance that includes both the direct charges associated with the activity and the university's full federal negotiated facilities & administrative cost rate;
3. Be properly accounted for from a tax perspective;
4. Be reviewed and processed by the Technology Commercialization Office and the Office of Sponsored Programs (which may include the execution of a non-disclosure agreement to protect the intellectual property of the parties to the agreement; and
5. Receive approval from the employee's Appointing Officer.
6. Be approved and submitted by the Vice Provost of Research Administration and/or designee.

And finally, once the Service and Consulting Agreement is fully executed, and throughout the performance of the contractual scope of work, the PI and responsible organizational unit must ensure that the activity complies with:

1. The contracted scope of work, timeline, and all agreed deliverables;
2. All applicable federal and state laws and regulations (e.g., export controls, use of human or animal subjects, intellectual property rights, disclosure and mitigation of financial and other conflicts of interest); and
3. All relevant University policies, such as invoicing for payment via the central accounting office of the University, and the use of the University's name, facilities, equipment, supplies, and other resources.

PRINCIPAL INVESTIGATOR ELIGIBILITY POLICY

PC 3.18

Date of Last Update:

October 15, 2018

Approved By:

- President's Cabinet

Responsible Office:

POLICY SCOPE

This policy establishes the eligibility requirements for and the duties and responsibilities of all Principal Investigators (PI) at Grand Valley State University (University). The policy also provides for the establishment of formal processes to request and approve exceptions to the PI eligibility requirements.

POLICY STATEMENT

For each [externally sponsored project](#), it is customary to designate as PI **one person** who bears ultimate responsibility for scientific, technical, and programmatic decisions, and all financial, administrative, and compliance matters relating to the project. It is the policy of Grand Valley State University that only eligible University faculty, staff, and trainees and appointees (when appropriate) may serve as the PI on externally sponsored projects to be carried out on behalf of the University.

Serving as the nominal project leader to lend credibility to a proposal while delegating PI responsibility to another person (i.e. “fronting” as the PI) is never permissible and is considered a violation of this policy.

PI eligibility is conferred in one of two ways: (1) automatically, by position, and (2) via special request, both subject to training as required by this policy.

1. **Automatic Eligibility:** PI eligibility is automatically conferred upon tenured and tenure track faculty at the rank of Professor, Associate Professor, or Assistant Professor.

Special-Request Eligibility: If PI eligibility is not conferred automatically, it may be conferred by Special Request of the employee’s authorizing official (dean, provost, vice president) or their designee(s)). Certain non-academic units (e.g., the University Art Gallery, Small Business Development Center, Johnson Center for Philanthropy, Van Andel Global Trade Center) may request long term PI status for the director, associate director, and other

Administrative/Professionals (regular, full-time employees), as they deem appropriate. These personnel are all subject to standard Compliance and Training requirements for PI Eligibility.

1. *Fellowships and Training Opportunities*

Trainees (typically graduate students and post-doctoral fellows) may be eligible to be PIs on fellowship and training programs **when that designation is required by the funding agency** as documented in a funding opportunity announcement and a PI-eligible faculty or staff member is

identified and documented as their sponsor/mentor. In this circumstance, a trainee's PI eligibility is conferred and verified by the applicable Department/Unit Head's approval during the internal proposal-routing process. It is not necessary to document approval of trainee PI eligibility via Special Request.

Trainee PI status is consistent with the treatment of all Special Requests for PI eligibility, in that it is conferred on a case-by-case basis; it does not confer blanket PI eligibility status for any other externally sponsored projects.

Compliance and Training Requirements

However it is conferred, PI Eligibility Status is contingent upon the documented completion of all required compliance and sponsored-programs training. Training requirements, certification, and documentation are determined and administered collaboratively by the Vice Provost for Research Administration, the Office of Sponsored Programs, the Office of Research Compliance & Integrity, and the Controller.

PROCEDURES

This policy designates authority to the Vice Provost for Research and the Director of Sponsored Programs to establish such operational procedures as they deem necessary to implement this policy, and ensure operational efficiency, proper oversight of compliance and administration, and the success of externally sponsored projects at the University.

It is the responsibility of the Office of Sponsored Programs to review all proposals to fund externally sponsored projects to determine and document PI eligibility prior to proposal submission. Proposals put forward by individuals without documented PI eligibility will generally not be approved for submission. Awards resulting from proposals submitted by ineligible PIs who either knowingly or unwittingly circumvent the standard approval process will generally not be accepted by the University.

Responsibilities of All Principal Investigators

Although the University is legally responsible to the sponsor as the actual recipient of any externally sponsored award, the Principal Investigator (PI) is accountable for the proper fiscal management and conduct of the project. This includes managing the project within funding limitations and all of the terms of the award, assuring that the sponsor is notified when significant conditions related to project status change, and ensuring that all programmatic reporting requirements are met in a timely fashion. To assist PIs, the University provides supporting administrative services and has established procedures to help meet both sponsor and

University requirements. While responsibility for the day-to-day management of project finances may be delegated to administrative or other staff, accountability for compliance with federal requirements, University policies, and sponsor requirements ultimately rests with the PI. The full cooperation and vigilance of the PI, along with the University, is necessary to maintain the stewardship role.

1. Preparation of Proposals

Principal Investigators have primary responsibility for planning and carrying out the preparation and submission of proposals for external support. Although PIs may have administrative staff to assist with the proposal-development process, they are ultimately responsible for the quality and scientific integrity of the proposal, and for understanding and complying with all University policies for managing external support.

a. Technical Proposal

The Principal Investigator is responsible for preparing the technical proposal.

b. Proposal Budget

The Principal Investigator prepares, or directly supervises the preparation of, all aspects of the proposed budget and budget justification. This responsibility includes coordination with Procurement Services and compliance with all procurement policies and procedures. It also includes identifying any requests and sufficient resources for cost sharing (including matching funds); the need for space or space modifications (including any accommodations for large and/or unusual equipment); and the need for outside collaborators (sub-recipients, contractors, consultants). The PI ensures all costs are allowable, allocable, and reasonable for the project in accordance with the federal cost principals set out in OMB 2 CFR 200, and that all proposals include full recovery of all anticipated project costs. Full recovery includes recovery of indirect costs at GVSU's negotiated federal rate or (in the case of non-federal sponsors or federal training grants) the maximum rate allowed under published sponsor policy.

c. Regulatory Requirements

The PI is responsible for anticipating whether the research will involve human subjects, live animals as subjects, recombinant DNA, infectious agents, narcotics or biological toxins, human blood or body fluids, radioactive materials, hazardous materials, export controls, conflicts of interest, or other regulated activities requiring University review or clearance. The PI is responsible for preparing information and forms required for review by the University's Office of Research Compliance & Integrity.

d. Project Approvals

The Principal Investigator prepares, or directly supervises the preparation of, and electronically signs internal proposal-approval forms, and requests required approvals in a timely fashion.

2. Acceptance of the Award

The PI is responsible for collaborating with the Office of Sponsored Programs in any negotiations with the sponsor relating to modifications of the project scope or budget or proposed terms and conditions of the award.

The Principal Investigator is responsible for reviewing and approving the award agreement, in conjunction with OSP, including the scope of work, budget, and the special terms and conditions of the award, and for managing the award in accordance therewith.

3. Conduct and Management of Award

The Principal Investigator is responsible for all actions required to manage and complete the scientific, programmatic, and financial aspects of the externally sponsored project in accordance with all of its terms and conditions, including the performance of all sub-recipients. The Principal Investigator is also responsible for the management of the award budget and expenditures in accordance with federal, GVSU, and sponsor requirements. This responsibility includes attesting to the allowability, allocability, and reasonableness of all expenditures. Principal investigators are responsible for routine monitoring of the status of grant accounts to prevent overdrafts and incorrect charges and to ensure that unallowable costs are not charged to an award.

The Principal Investigator is responsible for the timely submission of all required programmatic reports, interim and final. The information contained in such reports must be supported by adequate documentation. The Principal Investigator will provide copies of all required programmatic and progress reports to the OSP and the Grants Accounting office.

DEFINITIONS

Externally Sponsored Project: All grants and cooperative agreements (direct assistance actions); all incoming or outgoing sub-recipient agreements or subawards (pass-through assistance actions); certain incoming or outgoing contracts (i.e., *externally sponsored* procurement actions), including direct contracts, service agreements, and consulting agreements; pass-through subcontracts and service agreements; and certain other agreements, including master collaboration agreements, material transfer agreements, and data-use agreements—whether funded or unfunded. *Externally sponsored projects do **not** include purchasing agreements or philanthropic gifts.*

Principal Investigator (PI): An individual with a formal affiliation with the University, normally an

employee, who is or becomes eligible under this policy to submit a proposal for extramural support for a research, training, public-service, or other externally sponsored project, who personally participates in the project to a significant degree, and who has primary responsibility for the scientific, technical, programmatic, and administrative conduct and reporting of the project, including compliance and financial matters. A Principal Investigator who is the head of a training or other sponsored project may be known as a Project Director. For the purposes of this policy, the terms shall be considered equivalent. The University only recognizes one individual as the Principal Investigator and this individual must personally participate in the project to a significant degree.

Co-Investigator (Co-I): An investigator who will share responsibility for the scientific, technical, and/or administrative conduct and reporting of a research or sponsored project with the Principal Investigator. Each individual named as a Co-Principal Investigator at the University must meet the same eligibility requirements as a PI as noted above. There may be more than one Co-Principal Investigator, but one person is designated as the leader (PI) of the project. While the University allows this approach, not all sponsors allow Co-PI models. In certain cases, a sponsor (e.g., the National Institutes of Health—NIH) may allow a **Multiple Principal Investigator** model to be employed in a research or sponsored project. Such models feature multiple PIs who are expected to equally share responsibility for leadership of multidisciplinary and other types of “team science” projects that are not optimally served by the single Principal Investigator model. Such models typically require a single “Contact PI” and special justification in the form of a Multi-PI Plan that documents processes for project governance and resolution of conflicts.

ADOPTION LEAVE POLICY

PC 4.1

Date of Last Update:

July 31, 2008

Approved By:

- President's Cabinet

Responsible Office:

Human Resources

POLICY STATEMENT

The University recognizes the need for family and medical related leave. The following policy

complies with The Family and Medical Leave Act (FMLA) and provides guidelines for procedures regarding unpaid leave. By enacting this policy Grand Valley aims to allow necessary time away from the university for individuals to cope with and adapt to various family and medical related situations as described in this policy.

PROCEDURES

The Family and Medical Leave Act (FMLA) provides eligible faculty and staff up to 12 weeks of unpaid leave a year. A faculty or staff member must work for 12 months, completing 1,250 work hours within those 12 months, to be eligible for FMLA leave. If eligible, leave may be requested for the following reasons:

- Birth of a child
- Adoption of a child
- Placement of a child for foster care
- The faculty or staff member is needed to care for a family member (child, spouse, or parent) with a serious health condition
- The faculty or staff member's own serious health condition makes him or her unable to perform his or her job

Further provisions of the law are addressed in the FMLA policy. A copy of the FMLA policy is available on the Policy Website.

Grand Valley, along with all other Michigan Public Universities, does not provide for paid adoption or parental leave. However, the University does provide unpaid leave that exceeds the requirements of FMLA. FMLA requires the University to provide up to 12 weeks of unpaid leave while the University's unpaid leave policy allows for up to 12 months of unpaid leave. Further details of the program are outlined in [section 4.2.30.12](#) of the Board of Trustees' Policies. This section is also included in the Faculty Handbook. In order to receive an unpaid leave, the faculty or staff member should submit a written request to the Unit Head. The request will outline the need for the leave and the expected duration. The request should be submitted as soon as possible. When possible, the request should be submitted at least 30 calendar days prior to the date the leave will begin.

Qualifying Expenses

Qualifying adoption expenses will be reimbursed up to a maximum of \$3,000 per child.

Qualifying expenses are defined as those that are reasonable and necessary adoption fees, court costs, attorney fees, traveling expenses while away from home, and other expenses related to, and whose principal purpose is for, the legal adoption of a child.

Process for Applying for Benefits

Upon formal placement of the adopted child, submit an adoption assistance claim form to Human Resources at 1090 James H. Zumberge Hall along with detailed receipts for eligible expenses. Human Resources will determine eligible expenses, the amount payable for reimbursement and will submit a request to the Payroll Office for payment. The reimbursement will be processed with the next payroll.

Taxation of Benefits

The amount of tax credits and exclusions available to adopting parents vary. Since an employer's adoption assistance is not subject to income tax withholding, GVSU will not determine the extent to which the payment of reimbursement on behalf of each employee is eligible for the exclusion. However, GVSU will withhold taxes only for Social Security and Medicare.

Adding Dependent to Insurance

At the time of placement, you may add your child to your benefit plans. Any additions or changes must occur within 30 days of the official placement. Contact Human Resources at 331- 2215 to add dependents.

EXERCISE RELEASE TIME POLICY

PC 4.2

Date of Last Update:

April 20, 2013

Approved By:

- President's Cabinet

Responsible Office:

Human Resources

POLICY STATEMENT

Faculty and staff well being is valued at GVSU. Physical activity is a vital component to wellbeing and GVSU strives to increase the ability for faculty and staff to take time to fit physical activity into their day. The exercise release time policy reflects University's mission by providing opportunities for faculty and staff to maintain optimal health and capacity to educate students. The policy supports university values, specifically sustainability and effective teaching. The concept of sustainability includes modeling a lifestyle of healthy living through active living, which this policy supports.

Supporting physical activity through the exercise release time policy also has the ability to create more positive interactions between faculty, staff and students in and outside of the classroom. The policy provides opportunities for physical activity during the workday encouraging and promoting health risk reduction. It has been shown that physical activity increases attentiveness, reduces stress and biochemical functions such as blood pressure and glucose levels. A healthier faculty and staff population with fewer health risks can increase the number of positive interactions between faculty, staff and students through improved attentiveness, reduced stress and more.

PROCEDURES

Upon supervisor approval, GVSU staff may utilize up to two (2) 30 minute time periods a week to allow time to freshen up from, or in preparation for, a fitness class or individual workout. Pending schedules and workload, up to two additional 30-minute time periods may be permitted. This time can be added to the beginning of the workday, added to the lunch period, or to the days end and is inclusive of travel time if needed (i.e. to the Field house or YMCA for a class). Days and times to utilize this policy may be determined with the help of a written agreement between the supervisor and staff member. The release time may be divided into time prior to or after the indicated workout period. For further information contact the Health and Wellness Coordinator at 331-2215.

FAQ's

Q: I want to participate in a spinning class over the noon hour what does this mean?

A: It means you can use up to an additional 30 minutes after the spinning program ends to continue stretching and cool down, freshen up and return to work. The same would be true for an exercise class right before work. Remember that you need to review and have this approved by your supervisor.

Q: Is this a new policy?

A: This policy is not a new policy but a restatement of a prior one regarding fitness classes.

Q: I work on the downtown campus, does this policy apply to classes offered at the YMCA or other nearby clubs?

A: Yes. This applies to scheduled classes offered off the GVSU campus.

Q: If I miss a week of release time, can I make up the time during a following week?

A: No. Exercise release time cannot be accumulated or traded in day to day or week to week.

Q: How do I request exercise release time?

A: Employee Affiliation: AP Staff, MCS/COT Staff, Security Staff

First Step:

- Notify your supervisor and obtain approval for exercise release time.
- Request to use exercise release time should be in writing unless verbal request is accepted by the supervisor. An optional form is provided in the policy.

Upon Approval:

- Supervisor and staff member continue to communicate and review staff use of the policy monthly. Changes are made if necessary.
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FAMILY AND MEDICAL LEAVE ACT (FMLA) POLICY

PC 4.3

Date of Last Update:

June 01, 2017

Approved By:

- President's Cabinet

Responsible Office:

Human Resources

POLICY STATEMENT

The Family and Medical Leave Act of 1993 (FMLA) gives eligible Grand Valley State University faculty and staff the right to take unpaid leave or paid leave, if appropriate benefits have been earned, for a period of up to 12 work weeks in a 12-month period because of the birth of a child (maternity/paternity) or the placement of a child for adoption or foster care, because the faculty or staff member is needed to care for a family member (child, spouse, or parent) with a serious health condition, or because the faculty or staff member's own serious health condition makes he/she unable to do his or her job, or because of any qualifying exigency arising out of the fact that the staff member's spouse, son, daughter, or parent is a covered military member on active duty (or notified of impending call or order to active duty) in support of a contingency operation, or to care for a covered servicemember with a serious injury or illness if the staff member is the spouse, son, daughter, parent, or next of kin of servicemember. Leave taken for one or more of these reasons, when combined together, may not exceed 12 weeks during the rolling backward

12-month period. Under certain circumstances, this leave may be taken on an intermittent basis rather than all at once, or the faculty or staff member may work a part-time schedule.

PROCEDURES

A faculty or staff member on FMLA leave is entitled to maintain the same health benefits (such as medical, dental and vision insurance) as he/she had before going on leave. The faculty or staff member, however, would continue to pay his/her share of any applicable premiums during the leave period.

A faculty or staff member generally has a right to return to the same position or an equivalent position with equivalent pay, benefits and working condition at the conclusion of the leave.

Grand Valley State University also requires notification, as explained in this document, from faculty and staff members who wish to take a leave under the parameters of the FMLA.

A. Who is eligible for FMLA?

1. All full-time and part-time faculty or staff members who meet all of the following criteria:
 - a. Have worked at Grand Valley State University for at least 12 months.
 - b. Have worked at least 1,250 hours of service during the 12-month period before the leave.
2. Grant, contract and temporary-funded faculty or staff members may be eligible for benefits under the FMLA during the term of their grant, contract or funding. The provisions of the FMLA do not continue past the date the funding or contract expires.

B. Notification Requirements

1. In order to receive leave under the FMLA, the faculty or staff member must notify his/her supervisor of the need for leave. When possible, this should be a minimum of 30 calendar days prior to the date the leave will begin.
2. If the faculty or staff member is unable to provide 30 days advance notice (such as in the case of a birth, adoption or medical emergency) the faculty or staff member must notify his/her supervisor as soon as possible.
3. Failure to provide advance notice (when determined it was possible to do so) may result in delaying approval of the FMLA leave.

C. Faculty/Staff Job Rights

1. Subject to the specific limitations contained in this Policy, eligible faculty or staff members may take a total of up to 12 weeks of FMLA leave during a 12- month period.

2. The faculty or staff member will be returned to his/her position or equivalent position at the end of the FMLA leave, provided: the grant/contract/term of employment did not expire during the leave, or the University is still offering those services previously performed by the faculty or staff member at the time the faculty or staff member is ready to return to work, or the faculty or staff member's position was not eliminated due to a business or economic reason.

3. If a faculty or staff member is requesting an intermittent or reduced schedule leave, the University has the right to transfer the faculty or staff to another position during the time period of such leave. However, such a temporary transfer would be to a similarly situated and similarly classified position. The faculty or staff member's salary, benefits, etc. would not be negatively affected.

4. If a faculty or staff member does not return to work after the FMLA leave is over and he/she does not apply for and receive approval for another University leave, he/she will be considered to have voluntarily resigned employment with the University.

5. The University will not discharge or discriminate against, or otherwise interfere with, restrain or deny a faculty or staff member from exercising rights under the FMLA.

D. Time Period

1. For purposes of the FMLA, the 12-month period will be a "rolling" 12-month "look back" period based on the faculty or staff member's use of the FMLA leave during the previous 12 months. Therefore, an employee will not be entitled to more than 12 weeks of FMLA leave during any 12-month period.

2. A faculty or staff member requesting a FMLA leave may be required to use available accrued vacation for all or part of the leave. If he or she does not have enough accrued vacation to cover the leave period he/she may use a combination of vacation and unpaid leave.

3. University policies on leaves of absences, sick leave, salary continuation etc., will run concurrently with the provisions of the FMLA when applicable. For example, if an individual who was receiving salary continuation for 4 weeks, requested additional leave under FMLA, may have up to an additional 8 weeks approved, provided the situation qualified under the FMLA policy. The 4 weeks of salary continuation would count towards the 12 weeks of FMLA. In addition, if the individual had 2 weeks of accrued and unused vacation the supervisor may require him/her to first use accrued vacation time. Additional paid or unpaid leave may be considered, consistent with other University approved leave of absence policies.

E. Faculty/Staff Member Benefits

1. Benefits- the faculty or staff member on FMLA leave will continue to receive University provided medical and dental insurance as though he/she was working. Such benefits will

continue whether the leave is paid or unpaid. If a premium is required, provision to pay the premium during an unpaid leave must be arranged by the faculty or staff member by contacting the Human Resources Office. The same procedure will be followed for collecting premiums under an unpaid FMLA leave as is done for other unpaid leaves. Failure to make required payments will result in loss of coverage, or in an obligation to repay the University if it elects to advance moneys to keep the coverage in affect. If the leave is paid, any required premium will continue to be deducted from the faculty or staff member's paycheck, as is the customary manner.

2. If a faculty or staff member does not return from the FMLA leave, he/she may be required to repay the University for the cost of benefits received while he/she was on leave.

3. If the faculty or staff member does not return from leave, he/she may continue his/her medical and dental coverage by paying all required premiums under the COBRA provisions.

F. Intermittent and/or Reduced Schedule Leaves

1. Faculty or staff members may request and be granted intermittent/reduced schedule leave in the case of a serious illness of themselves, their parent, spouse or child if there is a medical necessity and if the medical need can be best accommodated through such a leave.

Intermittent/reduced schedule leave is not available (except as medically required) in connection with the birth of a child, an adoption or foster care.

2. Intermittent/reduced schedule leave must be scheduled whenever possible at least ten (10) days in advance.

3. Intermittent/reduced schedule leave must be taken in 30-minute increments.

4. Intermittent/reduced schedule leave is counted toward the 12 week maximum FMLA leave which can be used during a 12-month period.

5. Intermittent/reduced schedule leaves, unless otherwise noted, are subject to the appropriate general provisions of this policy.

6. The faculty or staff member is required to schedule intermittent leave, when possible, so not to unduly interfere with the department's operations.

7. If the faculty or staff member was temporarily transferred to another position during his/her intermittent or reduced schedule leave, the employee must give the University ten (10) days notice of the ability to end the leave and return to his/her former position or an equivalent position.

G. Conditions and Procedures for Birth and Adoption (Family Leave)

An eligible faculty or staff member is entitled to take up to 12 consecutive weeks off for family

leave for the birth of his/her newborn child, for the legal adoption of his/her child: or, to accept foster care placement of a child. The following conditions apply:

1. The 12 weeks of leave must be taken consecutively (no intermittent or reduced schedule leave) and within the first 12 months after the birth or adoption.
2. Each employee is entitled to 12 weeks except if both spouses work for Grand Valley S State University. In that case, the total number of weeks taken between the two faculty or staff members cannot exceed 12.
3. The medical recovery period for the birth of a baby will be considered as a medical leave, and be counted towards the 12 weeks of FMLA. For example, if a faculty or staff member gives birth, her physician may require a six-week medical leave of absence. If, after the six weeks, the faculty or staff member can medically return to work, she may then take an additional six weeks off as part of the provisions of the family leave. This second six-week period off work must be taken within the first 12 months following the baby's birth.
4. The faculty or staff member requesting family leave for birth/adoption (other than under the provisions of Income Protection) may use available accrued vacation time, unpaid leave or a combination of paid and unpaid leave as part of the FMLA leave, or the University may require the faculty or staff member to substitute available paid leave for FMLA leave. If the employee does not have enough paid benefit time to cover the leave, he/she will go on an unpaid leave.
5. Verification of adoption, birth of a child of foster placement may be requested.

H. Procedures on Serious Health Condition of Family Member

An eligible faculty or staff member is entitled to take up to 12 weeks off from work to care for a spouse, parent or child with a serious health condition.

1. A serious health condition means an illness, injury, impairment or physical or mental condition that involves inpatient care or continuing treatment by a health care provider.
2. The "need to care for" a family member includes both physical and psychological care when the family member is unable to care for his/her own basic medical hygienic or nutritional needs or safety, or is unable to transport him/herself to the doctor, etc. It also includes time needed to make arrangements for changes in care, such as transfer to a nursing home.
3. A "child" includes a biological, adopted, or foster child, stepchild, legal ward, or a child of a person standing in loco parentis who is under the age of 18 or, if older than 18, is incapable of self-care because of mental or physical disability. The term "spouse" means husband or wife. "Parent" is the person who acted as a parent when the faculty or staff member was a child but does not include mother-in-law or father-in-law.

4. The leave may be taken intermittently or on a reduced schedule but the total amount of time off cannot exceed 12 weeks of the faculty or staff member's normal hours worked.

Example: Full-time faculty or staff member: 40 hours/week X 12 weeks = 480 hours

Part-time faculty or staff member: 20 hours/week X 12 weeks = 240 hours

5. Only in the case of a serious illness of a child when both parents work at Grand Valley, can each parent then take 12 weeks off. This is an illness so serious as to require a parent to stay with the child.

I. Procedures on Faculty/Staff Member's Own Serious Health Condition

An eligible faculty or staff member is entitled to take up to 12 weeks off from work due to their own serious health condition, which prevents them from being able to perform the functions of their position.

1. A serious health condition means an illness, injury, impairment or physical or mental condition that involves inpatient care or continuing treatment by a health care provider.

J. Military Family Leave

1. An eligible faculty or staff member is entitled to take up to 12 weeks off from work because of any qualifying exigency arising out of the fact that the staff member's spouse, son, daughter, or parent is a covered military member on active duty (or notified of impending call or order to active duty) in support of a contingency operation.

2. Qualifying exigencies may include attending certain military events, arranging for an alternative childcare, addressing certain financial and legal arrangements, attending certain counseling sessions, and attending post-deployment reintegration briefings.

3. The University will provide eligible employees up to 26 weeks of leave during a single (one time only) 12-month period to care for a covered service member (spouse, son, daughter, parent, or next of kin). Leave to care for an injured or ill service member, when combined with other FMLA-qualifying leave, may not exceed 26 weeks in a single 12-month period.

a. A "covered servicemember" means:

i. A member of the Armed Forces (including the National Guard or Reserves) who is undergoing medical treatment, recuperation, or therapy, is otherwise in outpatient status, or is otherwise on the temporary disability retired list, for a serious injury or illness.

ii. A veteran who was discharged or released under conditions other than dishonorable at any time during the five-year period prior to the first day the eligible employee take FMLA leave to care for the covered veteran, and who is undergoing medical treatment, recuperation, or therapy

of a serious injury or illness.

b. The term "serious injury or illness" means:

i. In the case of a member of the Armed Forces, means an injury or illness that was incurred (or aggravated) by the member in the line of duty while on active duty in the Armed Forces, provided that such injury or illness may render the family member medically unfit to perform duties of the member's office, grade, rank or rating.

ii. In the case of a veteran who was a member of the Armed Forces at any time during a period when the person was a covered servicemember, means a qualifying injury or illness that was incurred (or aggravated) by the member in the line of duty and that manifested itself before or after the member became a veteran.

K. Certification of Need for FMLA Leave

1. Initial Certification - Grand Valley may require certification from the faculty or staff member's health care provider for the following reasons: to verify that the faculty or staff member is needed to care for the family member, or the faculty or staff member is not able to perform his/her job duties. The University reserves the right to ask for a second opinion by a health care provider chosen by the University. Such an opinion will be paid for by the University. If the University requests a third opinion, that opinion will be final and binding. If the second opinion and the original opinion conflict, the University will pay for a third opinion. The University and the faculty or staff member will work together to reach agreement on whom to use for the third opinion. All certification must be provided to the University within 15 calendar days of the University's request, if practical. The third opinion will be final and binding.

2. Continuing Certification - Each 30 days, the University may request verification of the need to continue the leave. Failure to provide such requested documentation in a 15-day period may result in termination of FMLA leave.

3. A "health care provider" may include, for example, a licensed doctor of medicine or osteopathy, dentist, clinical psychologist, and other health care providers authorized under the Family Medical Leave Act.

4. When the faculty or staff member is ready to return from his/her leave, he/she may be required to submit medical verification (if applicable) of his/her ability to return to work.

L. Questions and Policy Interpretation

1. The Human Resources Office is responsible for implementing and coordinating the provisions of the FMLA for the campus. Questions may be directed to the Human Resources Office, extension X12215.

2. If there are any conflicts between the University policy and provisions of the Federal Act, the provisions of the Federal Act will supersede, with the exception of situations where University policy, handbooks or contracts provide benefits greater than the act. The Federal Act and the Federal regulations will be used to resolve issues that arise.

IDENTIFICATION CARD POLICY

PC 4.4

Date of Last Update:

July 31, 2008

Approved By:

- President's Cabinet

Responsible Office:

Human Resources

POLICY STATEMENT

Grand Valley State University issues a photo identification card to all active faculty and staff members who have a full-time, part-time or temporary appointment. This card is to be used for purposes of identification at all Grand Valley campuses. Lost or stolen ID cards should be reported to Human Resources. In the event of a name change, a new card will be issued.

ID cards for faculty and staff members can be obtained by visiting Human Resources at 1090 James H. Zumberge Hall on the Allendale campus or at the Student Assistance Center in the DeVos Center in downtown Grand Rapids. Retirees may also obtain an ID card at these locations.

Upon separating from the University, faculty and staff members will turn in their ID cards to Human Resources. ID cards belong to Grand Valley State University and are not transferable nor can they be used by anyone other than the person to whom it was issued.

MILITARY LEAVE OF ABSENCE POLICY FOR FACULTY STAFF

PC 4.5

Date of Last Update:

April 25, 2013

Approved By:

- President's Cabinet

Responsible Office:

Human Resources

POLICY STATEMENT

Grand Valley State University faculty and staff members in the Armed Forces, Reserves, National Guard, or other “uniformed services” who are called to active duty will be granted an unpaid leave of absence and reinstatement privileges as prescribed by the Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA).

“Uniformed services” includes: active duty, active duty for training, active duty for special work, weekend or weekday drill, funeral honors, or fitness for duty examination (whether voluntary or involuntary).

PROCEDURES

Military leave is available to all full and part-time faculty and staff of the University, including probationary staff members.

A. Military Duty Pay

A regular faculty or staff member who loses time from work during his/her regular schedule of hours because of military training as a reservist or National Guardsman or due to a civil disturbance, not exceeding four (4) weeks per year, shall be paid the difference between his/her base military pay and his/her regular pay. Adjunct faculty and temporary staff members are not eligible for military duty pay.

B. Benefits

The University will continue to provide health insurance for benefit eligible faculty and staff members, as well as their enrolled dependents, who are on duty less than thirty (30) days. Faculty and staff members serving for more than thirty 30 days may elect to continue health insurance coverage for themselves and any enrolled dependents through COBRA.

C. Leave Period

Faculty and staff members are entitled to an unpaid military leave of absence, with reemployment rights, for a period up to five years. The five years is a cumulative total and includes both past and present military service. Military leave for adjunct faculty and

temporary staff will not extend beyond the appointment end date.

D. Reinstatement Requirements

Regular faculty and staff members have the right to be reemployed at the University following a military leave of absence as long they meet the following reinstatement requirements.

1. The faculty or staff member ensures that Human Resources or the applicable appointing officer receives advance written or verbal notice of your service.
2. The faculty or staff member has five (5) years or less of cumulative service in the uniformed services while employed at the University.
3. The faculty or staff member returns to work or applies for reemployment in a timely manner after conclusion of service, and
4. The faculty or staff member has not been separated from service with a disqualifying discharge or under other than honorable conditions.

Military leaves of absences for temporary staff and adjunct faculty will not extend beyond the appointment end date.

If eligible to be reemployed, a faculty or staff member has the right to be restored to the job and benefits he/she would have attained if he/she had not been absent due to military service or, in some cases, a comparable job. The faculty or staff member's seniority would also be restored to the level they would have attained if they have been on duty at the University continuously.

Questions and Policy Interpretation

The Human Resources Office is responsible for implementing and coordinating the provisions of the Military Leave of Absence Policy for the University. Questions may be directed to the Human Resources Office at (616) 331-2215.

If there are any conflicts between the University policy and provisions of the Federal Act, the provisions of the Federal Act will supersede, with the exception of situations where the University policy, handbooks or bargaining agreements provide benefits greater than the act. The Federal Act and the Federal regulations will be used to resolve issues that arise.

SMOKING (AND VAPING) POLICY

PC 4.6

Date of Last Update:

March 02, 2014

Approved By:

- President's Cabinet

Responsible Office:

Human Resources

POLICY STATEMENT

The United States Department of Health and Human Services Surgeon General Report of 2006 indicates that secondhand smoke is an avoidable cause of disease and death. Exposure to second hand smoke, even for a short time, results in adverse affects to the cardiovascular system and can cause coronary heart disease and lung cancer. The report concludes that second hand smoke can cause disease and premature death in individuals who do not smoke. Reducing and eliminating opportunities for exposure to second hand smoke protects the overall health of non-smokers. By enacting this policy, Grand Valley State University is taking action to minimize the harmful effects and discomfort which smoking produces for the benefit of all members of the University Community. During the interim until further study and review can be concluded, for purposes of this policy, the use of electronic cigarettes (vaping) shall follow this policy to the same extent as smoking a tobacco product.

PROCEDURES

All buildings at all GVSU locations are designated as smoke free. Smoking is prohibited in **all** indoor spaces; including, but not limited to, educational, housing and dining locations.

Smoking is prohibited within twenty-five (25) feet of any GVSU building, within twenty-five feet of any GVSU bus stop on University property and within twenty-five feet of the Little Mac Bridge on the Allendale campus.

Smoking is prohibited in all University owned, leased or rented vehicles.

At all Intercollegiate Athletic facilities and at The Meadows Golf Club smoking is permitted in designated outdoor smoking areas only.

Smokers must cease smoking prior to entering any prohibited smoking area; twenty-five feet from any building, bus stop and bridge.

While GVSU permits smoking in areas not designated to be smoke free, it is the responsibility of smokers to be respectful of non-smokers in choosing a location in which to smoke so as to

minimize non-smokers' contact with second-hand smoke.

Smokers are responsible for properly disposing of all smoking related litter, which includes cigarette and cigar butts, tobacco, etc. Disposal of any smoking litter is not permitted on University grounds except in the provided ash receptacles.

If University facilities are rented by non-University individuals or groups, they shall be notified of and required to comply with this policy.

As the University acquires space or constructs new buildings or additions, smoking shall not be permitted in these buildings or areas. The above twenty-five foot distance from any building will be maintained at all new facilities.

GVSU recognizes that smoking is highly addictive. Smokers interested in assistance with quitting smoking should contact the appropriate office to learn about smoking cessation options and support. Students should contact the Campus Recreation Fitness and Wellness Office and faculty and staff members should contact the Wellness Coordinator in the Human Resources Office.

Policy Enforcement

This policy assumes that with notice to our community individuals will voluntarily adhere to these regulations and enforcement will not be needed. If smoking is observed in violation of this policy the appropriate action to take is to:

- Politely ask the person who is smoking either to stop smoking or to move to a designated smoking area, outside of the twenty-five foot perimeter of the building, bus stop or bridge.
- Should the problem persist, ask the person for his/her name and whether he/she is a student, faculty, staff member or visitor. If the person refuses to identify himself/herself, on the Allendale campus contact the Department of Public Safety Services at (616) 331-3255 or on the Pew Campus or other campuses contact Pew Campus Security at (616) 331-6677 for assistance.
- If the person violating this policy is a student, a complaint may be filed with the Dean of Students' Office, (616) 331-3585, which shall take appropriate action.
- If the person is a faculty or staff member, a complaint may be filed with that person's dean, unit head or supervisor who shall act pursuant to the appropriate personnel policies.
- If the person is a visitor, a complaint may be filed with the Department of Public Safety on the Allendale campus or with Pew Campus Security for the Pew Campus and regional campuses who will take appropriate action.

ALCOHOL AND OTHER DRUGS POLICY

PC 5.1

Date of Last Update:

October 30, 2018

Approved By:

- President's Cabinet

Responsible Office:

Alcohol and Other Drugs Campus Education and Services Office (ACES)

POLICY SCOPE

Grand Valley State University strives to provide a healthy University community free of the abuse of alcohol or other drugs and illegal or unauthorized use of alcohol and controlled substances.

This commitment to students, faculty, and staff is evidenced by the:

- Publication of standards of conduct and University policies
- Provision of alcohol and other drug abuse prevention programs
- Availability of counseling, treatment, and rehabilitation resources
- Enforcement of applicable University policies
- Enforcement of federal and state laws and local ordinances that govern alcohol and other drug use (including underage drinking, hosting, and furnishing laws)
- Promotion of an environment that supports healthy choices

The unlawful manufacture, possession, use, distribution or dispensation of illicit or prescription drugs and the unlawful possession, use, or distribution of alcohol by faculty, staff, and students on University-controlled property or as part of University activities is prohibited. This prohibition includes Marijuana as federal law bans it from University owned and controlled property and workplaces. All University employees will, as a condition of employment, abide by the terms of this policy. Faculty, staff, and students are responsible for making decisions within the context of University policies and federal, state, and local laws related to alcohol and other drugs.

The [Alcohol and Other Drugs Policy Handbook \(www.gvsu.edu/aces\)](http://www.gvsu.edu/aces) includes information about University drug and alcohol abuse prevention programs; health risks; counseling, treatment and rehabilitation resources; legal sanctions and summary of laws; University employee and student sanctions for violations of alcohol and other drug policies; employee notification obligations; requirements for Federal grant recipients; and links to additional University policies, procedures, and resources.

POLICY STATEMENT

This policy and the Alcohol and Other Drugs Policy Handbook will be electronically distributed annually to all faculty, staff, and students. The coordinator of the ACES (Alcohol & Other Drugs Campus Education and Services) Office will conduct the required review, no less than biennially, in even-numbered years.

ANIMALS ON PROPERTY OWNED OR CONTROLLED BY THE UNIVERSITY

PC 6.1

Date of Last Update:

February 02, 2015

Approved By:

- President's Cabinet

Responsible Office:

Public Safety

POLICY STATEMENT

This policy is intended to enhance the safety and health of students, faculty, staff, contractors, vendors and other visitors, and to supplement the existing GVSU policies, by providing rules and regulations regarding the presence of animals in GVSU facilities.

No person shall bring any animal(s) onto University owned or controlled property unless otherwise permitted by this or other University policy as listed below:

A. Service Animals as defined in 28 CFR § 36.104 as amended. Service animals include any guide dog, signal dog, or other animal individually trained to do work or perform tasks for the benefit of an individual with a disability, including, but not limited to, guiding individuals with impaired vision, alerting individuals with impaired hearing to intruders or sounds, providing minimal protection or rescue work, pulling a wheelchair, or fetching dropped items while they are assisting individuals with a disability, unless the service animal poses a direct threat to the health or safety of others, or the presence of the service animal will result in a fundamental alteration of the services, programs or activities normally carried out within a facility. Individuals with a disability who wish to bring a service animal into a University facility must first contact the University's Office of Disability Support Resources.

<http://www.gvsu.edu/housing/students/policies-a-z-36.htm>

B. Service animals in training. Service animals in training are dogs being individually trained to do work or perform tasks for people with disabilities, are at all times accompanied by a certified trainer and, are outfitted with a vest or harness that communicates clearly to others that they are in training.

C. Animals under the control of a law enforcement officer acting in the course of his or her duties.

D. Animals kept in residence halls as approved by the Department of Housing and Residence Life including animals kept by housing staff in residence.

<http://www.gvsu.edu/housing/students/policies-a-z-36.htm>

E. Animals approved by the University for use in research or for instructional purposes.

<http://www.gvsu.edu/iacuc/>

F. Animals brought on campus for a special event sponsored by the University or a student organization provided that the event has been pre approved in writing by the Dean for the sponsoring college or department or by the Office of Student Life.

G. Members of the University community and visitors from surrounding areas may exercise their animals by walking them on sidewalks upon the University grounds or on University walkways. This activity does not require prior approval but animals must be leashed at all times and may not enter areas where signs are posted restricting animals.

For Purpose of this Policy, "University Facility or Facilities" means any building, facility, structure or improvement, open or enclosed that is owned, licensed, leased by, or under the control of the University.

Any animal brought into a University owned or controlled property pursuant to this Policy will be properly licensed, vaccinated and tagged as required by applicable law.

Persons bringing animals onto University owned or controlled property as permitted by this Policy are solely responsible for: (a) the full control, supervision and care of the animal; (b) ensuring that animal droppings or other waste are picked up, thoroughly cleaned up and properly disposed of; (c) reimbursing the University for the costs associated with the repair of any real and/or personal property and/or University facility damaged directly or indirectly by the animal or the animal's presence in the facility; (d) assuming full responsibility for any harm caused to

others by their animal including medical expenses.

In addition, individuals bringing animals on campus must comply with all other applicable University ordinances, policies, practices and procedures and any applicable local, state or federal ordinance, statute and/or regulation.

Enforcement of Complaints:

If you are aware of a violation of this policy, you are encouraged to attempt informal methods of resolution. For example, if you recognize the person violating this policy, you might contact them or their supervisor to make them aware of the problem. If that is not successful and/or you are not comfortable approaching the person violating the policy or their supervisor, then the Office of Public Safety Services should be notified. The Office of Public Safety Services will pick up the animal and hold it for 48 hours at the Central Utilities building. Animals not claimed during that time will be turned over to the county animal warden and the owner of the animal will be responsible for any associated fees. In addition, a \$30.00 fine will be imposed for each violation of this policy.

CANCELLATION/CLOSURE POLICY

PC 6.3

Date of Last Update:

September 06, 2017

Approved By:

- President's Cabinet

Responsible Office:

Public Safety

POLICY STATEMENT

Grand Valley State University will close or cancel all or part of its operations in cases of emergency, utility disruptions, or for weather related reasons.

TYPES OF OPERATIONAL CHANGE:

- **Cancellation:** Classes will not be held. All staff are to report to work at their regular time.
- **Closure/Closed:** Classes and campus events will not be held. Only ESSENTIAL staff are to report to work.

When GVSU is **closed**, only **essential staff** are to report. Designated personnel in the following departments are deemed essential and are expected to report:

- **Department of Public Safety**
- **Facilities Services**
- **Athletic & Recreation Facilities**
- **Food Service**
- **Housing**
- **Information Technology**
- **Library**
- **Pew Campus Operations**
- **WGVU Television and Radio**

Appointing officers have discretion to call in non-essential staff as circumstances may require.

Students, faculty and staff should assume the university is open unless they are advised otherwise through GVSUAlert!, the university's emergency notification system, or on the radio or television. In the event of closure or class cancellation, every effort will be made to make the announcement no later than 6:30 AM for daytime classes and 3:00 PM for evening classes.

University Criteria for Weather-related Cancellations or Closures

In evaluating whether to close for weather-related reasons, the following criteria are used: 1) the ability of the university's road crews to keep campus roads and parking lots cleared; 2) the conditions of primary and secondary roads in the area as reported by the Michigan Department of State Police as well as by central dispatch authorities in Kent and Ottawa counties; and, 3) weather reports regarding the track of the storm and other conditions.

Because commuting students, faculty and staff come from such a broad geographic area, it is extremely difficult to arrive at a decision that is appropriate for each vicinity. Weather conditions rarely are uniform throughout this large area. There is no one decision that will satisfy everyone; however, a diligent effort is made to arrive at a reasonable decision that considers the safety of students as well as their right to receive instruction. Under no circumstances does GVSU ask students, faculty or staff to assume undue risk in traveling to the University in inclement weather.

When GVSU Allendale is closed because of weather-related conditions, the Pew Grand Rapids Campus and the Meijer Holland Campus will also close.

When Muskegon Community College is closed, GVSU's classes in Muskegon are canceled and the office in the Stevenson Center for Higher Education will close.

When Northwestern Michigan College in Traverse City is closed, GVSU's classes in Traverse City are canceled and the office in the NMC University Center will close.

Decisions to close or cancel activities at the Annis Water Resources Institute (AWRI), the Muskegon Innovation Hub and the Detroit Center will be made separately, as these facilities host tenants, business events, and research functions not affiliated with university operations.

Announcements of closing and cancellation will be made through GVSUAlert!, on the Grand Valley web home page www.gvsu.edu, and on GVNOW at www.gvsu.edu/gvnow. Notifications may also be heard on area radio and television stations. For a more detailed update on campus conditions and area roads, tune to the Grand Valley State television and radio stations, WGVU-FM 88.5, WGVU-AM 1480, WGVS-AM 850, WGVS-FM 95.3, WGVU-TV 35, and WGVK-TV52. Please do not call the university switchboard to seek closing or cancellation information.

Rescheduling Final Exams Affected by Cancellation or Closure

In the event of a cancellation or closure on a specified exam day, any classroom-based exams affected would be held on the next available day after the exam week has concluded. For example, if a Tuesday exam day were affected, the next available day after the conclusion of the exam week would be Saturday. If two exam days were affected, i.e. Wednesday and Thursday, Wednesday's exam would take place on Saturday and Thursday's exam would be the following Monday. Faculty and students are advised to be aware of this contingency when making travel plans.

In the event of a cancellation or closure during exam week, faculty who are able to modify their exams to allow for online, take-home, or similar formats may do so for all students who agree. Faculty have an obligation to provide the option to students to be examined in the manner described in the syllabus, and for those students, exams will be scheduled as described above.

ENDOWMENT SPENDING

PC 6.4

Date of Last Update:

January 04, 2013

Approved By:

- President's Cabinet

Responsible Office:

Business and Finance

POLICY STATEMENT

Each year the University Board of Trustees approves spending rates for true and quasi-endowments. These rates are used to calculate the amount that can be distributed from each endowment. Only investment income is distributed from true endowments, as the principal must be maintained intact in perpetuity. Spending distributions are calculated quarterly for the current fiscal year based on the average balance over a rolling three year period and transferred to the various spending funds at that time. Effective January 1, 2002 an endowment requires a minimum balance of \$30,000 in principal before spending can begin.

PROCEDURES

A spending fund is created for each endowment so that monies are expended according to the purpose for which the endowment was established; usually a restricted fund is utilized for true endowments and a designated fund for quasi-endowments. Documentation that supports how the funds are expended must be maintained for five years. Specifically, for true endowments established to fund scholarships, the selection committee must ensure that documentation regarding the criteria utilized for candidate selection and award is maintained for a five-year period.

EQUIPMENT ACQUISITION AND DISPOSAL POLICY

PC 6.5

Date of Last Update:

January 04, 2013

Approved By:

- President's Cabinet

Responsible Office:

Business and Finance

POLICY STATEMENT

The GVSU Purchasing Office (331-2280) is responsible for the acquisition and disposal of

University-owned equipment, as outlined below.

PROCEDURES

1. ACQUISITIONS

A. New Equipment with a Value Greater Than \$ 5,000.00

If your department has received new equipment and its cost is greater than \$ 5,000.00, it needs to be tagged for inventory purposes. This process involves the placement of an inventory tag on the equipment plus recording of pertinent information – serial number, model number, location of equipment and the department, which purchased the equipment.

B. New Equipment with a Value Less Than/Equal to \$ 5,000.00

If your department has received new equipment and its cost is less than or equal; to \$ 5,000.00, tagging is optional. To have equipment tagged contact the Accounting Office at 331-2233.

2. DISPOSAL

Purchasing is responsible for the disposal of surplus, obsolete and worn out equipment. They will coordinate making the appropriate journal entries to update the equipment inventory, removal of University ID tags, and settlement of proceeds. Contact 331-2280 for requests to dispose of property and for appropriate disposal advice.

EVENT SIGNS AND BANNERS POLICY - ALLENDALE CAMPUS

PC 6.7

Date of Last Update:

November 05, 2013

Approved By:

- President's Cabinet

Responsible Office:

Facilities Services

POLICY STATEMENT

Grand Valley State University event sign and banner policy is intended to establish a uniform

system used across campus. The primary function of a sign or banner is to provide information. The effectiveness of distributing this information will be based on consistent design and standards. Implementation and maintenance of the event sign system will be the responsibility of the GVSU Facilities Services Department.

PROCEDURES

Event signs are made by Facilities Services. Banners are provided by the customer. When making a request, please follow the steps listed below:

1. Call Facilities Customer Service at 331-3000 to place your sign or banner request approximately two weeks prior to the event.
2. All banners are to be provided by the customer. There are two (2) locations on campus where they can be hung. One is in front of Lake Huron Hall in the Academic Mall area. The other is at the Northwest side of the Student Services Building facing Campus Dr. The banner(s) will be tied to metal posts that are secured into the ground. Banners may not hang from sculptures, the roof or inside any building, or be placed in the ground at a different location other than the two indicated unless approval has been given by the Associate Vice-President of Facilities Services. Also, approval must be given for any light pole banners. Light pole banner design must conform to Facilities size and construction standards and will be provided upon request.
3. Facilities Services will make and install three (3) real estate style signs for any GVSU sanctioned event on campus. They are 18" x 24", white with navy blue lettering. Any additional signs ordered will be at a cost of \$15.00 each and you must provide a FOAP number. There is a maximum of 15 signs that may be ordered.
4. If you are ordering a real estate sign then please indicate the event name, the location and which parking lot to use. We are able to place quotes or statements on the signs but it is a good idea to keep the letters to a minimum so they can be made large enough to read. Please give a date/time to have these installed and a date/time for removal.
5. Facilities Services will install the real estate signs at the locations the customer indicates. Usually this is at the campus entrances or along Campus Drive. No signs may be installed in front of the arch at the north main entrance or in front of any welcome sign at the campus entrances.
6. Handwritten signage is not allowed and any professional signage brought on campus must have approval by the Associate Vice-President of Facilities Services.

If you have any questions about your signage or need approval please call 331-3000.

HEATING AND COOLING SET POINTS

PC 6.8

Date of Last Update:

July 31, 2008

Approved By:

- President's Cabinet

Responsible Office:

Facilities Services

POLICY STATEMENT

The University established standard set-points for heating and cooling on all campuses in order to conserve resources and control energy costs. These standards are described below.

PROCEDURES

During the winter season the heating controls are set at a maximum of 70°F. During the summer season the minimum cooling temperature will be 76°F. Facilities Services will respond to hot/cold calls to ensure that systems are running properly, but will not adjust the temperatures to levels outside of the standards.

Facilities Services also discourages the use of space heaters and fans in areas that are at the accepted standard temperature levels above. If there is a special need please contact Facilities Services at 331-3000.

IDENTITY THEFT DETECTION POLICY

PC 6.9

Date of Last Update:

May 05, 2009

Approved By:

- President's Cabinet

Responsible Office:

Business and Finance

POLICY STATEMENT

Grand Valley State University (GVSU) will comply with the applicable requirements of 16 C.F.R. 681, a federal regulation issued by the Federal Trade Commission (FTC) as part of the implementation of the Fair and Accurate Credit Transaction (FACT) Act of 2003 requiring that financial institutions and creditors (which include higher education institutions) implement written programs that provide for the detection of and response to specific activities ("Red Flag") that could be related to identity theft.

Grand Valley State University is required to adopt policies and procedures to mitigate identity theft. Activities that cause GVSU to be considered a "creditor" under the Red Flags Rule include:

1. Participating in the Federal Perkins Loan program
2. Participating in alternative or private educational loans
3. Offering institutional loans to students, faculty, or staff.
4. Offering a plan for payment of tuition throughout the semester rather than requiring full payment at the beginning of the semester.
5. Stored Value Cards

PROCEDURES

Identification of Red Flags

In order to identify relevant Red Flags, GVSU considers the type of accounts that it offers and maintains, methods it provides to open its accounts, methods it provides to access its accounts, and its previous experience with identity theft. GVSU identifies the following Red Flags in each of the listed categories:

1. Notification and Warnings from Credit Reporting Agencies

- a. Report of fraud accompanying a credit report
- b. Notice or report from a credit agency of a credit freeze on an applicant
- c. Notice or report from a credit agency of an active duty alert for an applicant
- d. Receipt of a notice of address discrepancy in response to a credit report request
- e. Indication from a credit report of activity that is inconsistent with an applicant's usual pattern or activity

2. Suspicious Documents

- a. Identification document or card that appears to be forged, altered or inauthentic
- b. Identification document or card on which a person's photograph or physical description is not consistent with the person presenting the document

- c. Other document with information that is not consistent with existing student information
- d. Application for services that appears to have been altered or forged

3. Suspicious Personal Identifying Information

- a. Identifying information presented that is inconsistent with other information the student provides (example: inconsistent birth dates)
- b. Identifying information presented that is inconsistent with other sources of information (example: an address not matching an address on a loan application)
- c. Identifying information presented that is the same as information shown on other applications that were found to be fraudulent
- d. Identifying information presented that is consistent with fraudulent activity (example: an invalid phone number or fictitious billing address)
- e. Social security number presented identical to one given by another student
- f. Address or phone number presented that is the same as that of another person
- g. A person fails to provide complete personal identifying information on an application when reminded to do so
- h. A person's identifying information is not consistent with the information that is on file for the student

4. Suspicious Covered Account Activity or Unusual Use of Account

- a. Change of address for an account followed by a request to change the student's name
- b. Payments stop on an otherwise consistently up-to-date account
- c. Account used in a way that is not consistent with prior use
- d. Mail sent to the student is repeatedly returned as undeliverable
- e. Notice to University that a student is not receiving mail sent by the University
- f. Notice to GVSU that an account has unauthorized activity
- g. Breach in GVSU's computer system security
- h. Unauthorized access to or use of student account information

5. Alerts from Others

Notice to GVSU from a student, identity theft victim, law enforcement or other person that the University has opened or is maintaining a fraudulent account for a person engaged in identity theft

Red Flag Detections

Student Enrollment

To detect any of the Red Flags identified above associated with the enrollment of a student, GVSU personnel will take the following steps to obtain and verify the identity of the person opening the account:

- a. Require certain identifying information such as name, date of birth, academic records, home address or other identification
- b. Verify the student's identity at time of issuance of student identification card (review driver's license or other government-issued photo identification)

Existing Accounts

To detect any of the Red Flags identified about for an existing covered account, GVSU personnel will take the following steps to monitor transactions on accounts:

- a. Verify the identification of students if they request information (in person, via telephone, facsimile or email)
- b. Verify the validity of requests to change billing address by mail or email and provide the student a reasonable means of promptly reporting incorrect billing address changes
- c. Verify changes in banking information given for billing and payment purposes

Consumer ("Credit") Report Requests

To detect any of the Red Flags identified above for an employment or volunteer position for which a credit or background report is sought, GVSU personnel will take the following steps to assist in identifying address discrepancies.

- a. Require written verification from any applicant that the address provided by the applicant is accurate at the time the request for the credit report was made to consumer reporting agency
- b. In the event that notice of an address discrepancy is received, verify that the credit report pertains to the applicant for whom the requested report was made and report to the consumer reporting agency an address for the applicant that GVSU has reasonably confirmed is accurate

Preventing and Mitigating Identity Theft

In the event that GVSU personnel detect any identified Red Flags, such personnel shall take one or more of the following steps, depending on the degree of risk posed by the Red Flag:

- a. Continue to monitor a covered account for evidence of identity theft
- b. Contact the student or applicant for which the credit report was requested
- c. Change any passwords or other security devices that permit access to covered accounts
- d. Not open a new covered account
- e. Provide the student with a new student identification number

- f. Notify the Program Administrator for determination of the appropriate step(s) to take
- g. Notify law enforcement
- h. Determine that no response is warranted under the particular circumstances
- i. Take appropriate steps to modify the applicable process to prevent similar activity in the future

Protecting Student Identifying Information

To further prevent the likelihood of identity theft occurring with respect to covered accounts, GVSU will take the following steps as they relate to internal operating procedures:

- a. Ensure that the GVSU website is secure or provide clear notice that the website is not secure
- b. Ensure complete and secure destruction of paper documents and computer files containing student account information when a decision has been made to no longer maintain such information
- c. Ensure that office computers with access to covered account information are password protected.
- d. Avoid use of social security numbers
- e. Ensure computer virus protection is up to date
- f. Require and keep only the kinds of student information that are necessary for GVSU purposes

Oversight

Responsibility for developing, implementing and updating this Program lies with an Identity Theft Committee (Committee) for GVSU. This Committee is headed by a Program Administrator appointed by the President. Two or more individuals appointed by the Program Administrator comprise the remainder of the committee.

The Program Administrator is responsible for ensuring appropriate training of GVSU personnel review of staff reports regarding the detection of Red Flags and the steps for preventing and mitigating identify theft, determining which steps of prevention and mitigation should be taken in particular circumstances and considering periodic changes to the Program.

Staff Training and Reports

GVSU staff responsible for implementing the Program shall be trained either by, or under the direction of, the Program Administrator in the detection of Red Flags and the responsive steps to be taken when a Red Flag is detected. GVSU staff shall be trained, as necessary, to effectively implement the Program. GVSU employees are expected to notify the Program Administrator once they become aware of an incident of identity theft or of GVSU's failure to comply with this Program. At least annually or as otherwise requested by the Program

Administrator, GVSU staff responsible for development, implementation, and administration of the Program shall report to the Program Administrator on compliance with this Program. The report should address such issues as effectiveness of the policies and procedures in addressing the risk of identity theft in connection with the opening and maintenance of covered accounts, service provider arrangements, and significant incidents involving identity theft and management response, and recommendations for changes to the Program.

Service Provider Arrangements

When the GVSU engages a service provider to perform an activity in connection with one or more covered accounts, GVSU will take the following steps to ensure the service provider performs its activity in accordance with reasonable policies and procedures designed to detect, prevent and mitigate the risk of identity theft:

- a. Require, by contract, that service providers have such policies and procedures in place
- b. Require, by contract, that service providers review GVSU's Program and report any Red Flags to the Program Administrator or GVSU employee with primary oversight of the service provider relationship

Program Updates

The Committee will periodically review and update this Program to reflect changes in risks to students and soundness of GVSU's policies, procedures, protocols and practices from identity theft. In doing so, the Committee will consider GVSU's experience with identity theft situations, changes in identity theft methods, changes in identity theft detection and prevention methods, and changes in GVSU's business arrangements with other entities. After considering these factors, the Program Administrator will determine whether changes to the Program, including the listing of Red Flags, are warranted. If warranted, the Committee will update the Program, subject to approval by the President's Cabinet.

DEFINITIONS

Account- a continuing relationship established by a person with a financial institution or creditor to obtain a product or service for personal, family, household or business purpose.

Account includes:

- a. an extension of credit, such as the purchase of property or services involving a deferred payment; and
- b. a deposit account

Card Issuer- a financial institution or creditor that issues a debit or credit card.

Consumer Reports- any written, oral, or other communication of any information by a consumer reporting agency bearing on a consumer's credit worthiness, credit standing, credit capacity, character, general reputation, personal characteristics, or mode of living which is used or expected to be used or collected in whole or in part for the purpose of serving as a factor in establishing the consumer's eligibility for:

- a. Credit or insurance to be used primarily for personal, family, or household purposes;
- b. Employment purposes; or
- c. Any other purpose authorized under U.S. Code: Title 13k, 1681b

Covered Accounts- an account that a financial institution or creditor offers or maintains, primarily for personal, family, or household purposes, that involves or is designed to permit multiple payments or transactions, such as a credit card account, mortgage loan, automobile loan, margin account, cell phone account, utility account, checking account, or savings account. Any account that the financial institution or creditor offers or maintains for which there is a reasonable foreseeable risk to customers or to the safety and soundness of the financial institution or creditor from identity theft, including financial, operational, compliance, reputation, or litigation. This includes all student accounts or loans that are administered by GVSU.

Debit Card- any card issued by a financial institution to a consumer for use in initiating an electronic funds transfer from the account of the consumer at such financial institution, for the purpose of transferring money between accounts or obtaining money.

Identifying Information- is any name or number that may be used, alone or in conjunction with any other information, to identify a specific person, including:

- a. Name
- b. Date of birth
- c. Address
- d. Government issued driver's license
- e. Telephone number
- f. Alien registration number
- g. Social security number
- h. Government passport number
- i. Employer or taxpayer ID number
- j. Student identification number
- k. Computer Internet address
- l. Routing code

Identity Theft- a fraud committed or attempted using the identifying information of another

person without authority.

Program Administrator- the individual designated by the President with primary responsibility for oversight of the Program.

Red Flag- a pattern, practice, or specific activity that indicates the possible existence of identity theft.

Service Provider- a person that provides a service directly to the financial institution or creditor.

INTERIOR SIGNAGE STANDARDS POLICY

PC 6.10

Date of Last Update:

July 31, 2008

Approved By:

- President's Cabinet

Responsible Office:

Facilities Planning

POLICY STATEMENT

Grand Valley State University has developed and maintains standards that govern the design, content, appearance, installation and use of interior signage through the institution. These standards are published on the [Facilities Planning Web site](#).

PROCEDURES

Requests for additional signage, revisions in existing signage and/or removal of signage should be handled by submitting a work order through the [Facilities Services Web site](#) or by contacting the Facilities Planning office at 331-2962.

INVOICE PAYMENT POLICY

PC 6.11

Date of Last Update:

July 31, 2008

Approved By:

- President's Cabinet

Responsible Office:

Business and Finance

POLICY STATEMENT

All purchases must be made in accordance with terms outlined in the Grand Valley State University Board of Trustees' Policies. Payment of the resulting invoices is subject to the policies and procedures outlined below.

PROCEDURES

1. Vendors are to mail invoices to:

Grand Valley State University
Accounts Payable
2015 Zumberge Hall
Allendale, Michigan 49401

2. The University requires each new vendor to submit a W-9. Accounts Payable will either retain a file copy if the first invoice has an EIN included, or solicit a W-9 from the vendor.
3. Accounts Payable maintains original invoices. Departments will receive a copy of each invoice that will then require an approved signature based on the Banner approval queue information for the department. If the invoice references a valid purchase order, receipt of goods/services may be confirmed by any member of the requesting department via signature. If the invoice does not have a corresponding purchase order, the only requesting department staff members who may approve the invoice for payment are those authorized in the Banner approval queue. Departments must provide complete FOAPs on each invoice.
4. Department should then return invoice copies to Accounts Payable as soon as possible. The University desires to pay its obligations within the negotiated vendor terms. If these terms include discounts, they will only be given to a department if the approved invoice is returned in time for the vendor terms to be met. Please allow up to three (3) days for

processing within Accounts Payable.

5. When you use a hotel that direct bills for university guests lodging you are required to provide the guest's name and the business purpose of the stay.
6. Departments disputing an invoice must follow up with the vendor and inform Accounts Payable about reasons delaying authorization and return of disputed invoices.
7. If your department receives an invoice that is not yours, please return invoice to Accounts Payable for forwarding to the correct department. If available, please note correct destination on the invoice.
8. Invoices are processed daily. Checks are processed daily and cut based on the vendors terms. All checks are mailed or funds electronically transferred to vendors. Only those checks being presented to a guest in person will be held for pickup. The goal of the Accounts Payable department is to process authorized-for-payment invoices within five business days of receipt at 2015 James H. Zumberge Hall.
9. Payments to non-employees and international guests for services rendered require a purchase order. Payments are processed in accordance with contract terms.
10. Payments to employees for services, honoraria, stipends, prizes and awards are paid via the payroll system in accordance with IRS regulations.

Any questions should be directed to Accounts Payable at 616-331-2202.

KEY POLICY - ALLENDALE CAMPUS

PC 6.12

Date of Last Update:

July 31, 2008

Approved By:

- President's Cabinet

Responsible Office:

POLICY STATEMENT

The objective of this procedure is to define the system of key control at the University. Issuance of keys is a part of maintenance operations. Deans and administrators are urged to maintain a list of keys, which persons in their units possess for security and accountability. Issuance and usage of keys is to be in accordance with principles of reasonable security.

PROCEDURES

Responsibilities

A. Facilities Services is responsible for:

1. Identification codes on keys.
2. Issuing and maintaining key records.
3. Maintenance, repair, and replacement of University key and lock hardware.
4. Duplication of keys.

B. Deans, Department Chairs, and Administrators are responsible for:

1. Approving keys for facility and/or staff members in their unit.

Key Request Procedures

A. Access to locked areas of the University is based upon need. Whenever possible, employees will be issued the minimum number of keys at the lowest level that will allow access to their areas of assignment only.

B. All key requests must be submitted on the [Key Request Form](#), which is available on the [Facilities Services Web site](#).

C. Information on the [KEY REQUEST FORM](#) must be complete with proper signatures/approvals (including your supervisor). The form is then forwarded to Facilities Services. Incomplete forms will be returned. Proper justification must be provided for anything other than keys to specific doors.

D. Upon approval, keys can be delivered to a designated office or picked up at the Central Utilities building. The Key Inventory form must be signed by the individual who will use the key at that time for return to Facilities Services for record keeping. No keys will be issued without these signatures.

E. Under normal circumstances, students and temporary employees will not be issued keys.

Level of Keys and Issuance

A system of keys ranging from the Great Grand Master Keys down to the lowest level of change key is used to satisfy user needs. Facilities Services aims to issue the smallest number of keys possible.

A. Great Grand Master (GGM) key is the highest level of key on the campus. The key covers all of the keyways within an entire key system. There are (5) key systems currently on campus. Great Grand Masters are issued to the Executive Officers, the Assistant Vice President for Facilities Services, the Assistant Vice President of Facilities Planning, the Director of Public Safety Services, Facilities Services Supervisors and Public Safety Officers. Other Facilities Services staff and some University personnel may be approved but only after administrative and executive officer authorization. All GGM key requests must receive the approval of the appropriate division heads as well as approval of the Assistant Vice President for Facilities Services.

B. X-KEYS are issued to Facilities Services, Public Safety, and Technology Services personnel only. This key allows access to key boxes that are located in designated buildings and contain a master key for that building. X-KEYS are issued to designated individuals within these departments based on proof of need. These key requests must be approved by the Assistant Vice President for Facilities Services.

C. BUILDING MASTER keys will allow entry into all areas of a building including mechanical spaces and designated to restricted spaces. These are keys placed in key boxes for access and use by service staff.

D. MASTER keys will operate all keyways in a building except mechanical rooms and designated restricted areas. These keys are issued to Deans or Administrative Officers with the responsibility for all building and department activities. Custodial staff will also be issued MASTER keys for the building to which they are assigned. Issuance of these keys must be approved by the Assistant Vice President for Facilities Services.

E. SUB-MASTER keys operate a sub-group of locks within a master key system such as a department. These are issued by the Assistant Vice President for Facilities Services.

F. ACCESS keys allow entry to individual offices or rooms. These are the primary keys issued to faculty and staff. Approval is from the Assistant Vice President of Facilities Services.

G. ENTRANCE keys operate entrance doors to buildings, departments or suites. Approval is from the Assistant Vice President of Facilities Services.

H. FILE keys are issued as requested to allow access to department files or personal office files, desks, and cabinets.

Key Lock Boxes

A. A KEY LOCK BOX is located in the Central Utilities Building (CUB) for temporary checkout of X-KEYS, MASTER OR GRAND MASTER keys for access to a building. Identification of the individual checking out the key as well as verification of need will be necessary. An ID is required (driver's license and a Facilities Services ID card) and will be held in CUB pending return of these keys.

Employee Responsibilities

A. The employee is responsible for the security of keys assigned. Lost or stolen keys must be reported immediately to department administration, Facilities Services, and Public Safety. A replacement charge of \$10.00 will be assessed for each lost or stolen key before a duplicate can be issued. The replacement fee of a lost or stolen sub master, master, x-key, or grand master will be \$100.00 and must be paid before a duplicate is made. Request for keys lost due to theft must be accompanied by a police report. The employee's department will be responsible for costs to re-key due to a lost or stolen key. Disciplinary action – if needed – will be left to the supervisor.

B. Employees who change offices will be issued new keys at the time old keys are returned. A Key Request Form needs to be completed for the new keys. EMPLOYEES MUST NOT TRANSFER KEYS TO EMPLOYEES REPLACING THEM. KEYS MUST BE RETURNED TO FACILITIES SERVICES.

C. Broken keys should be returned at the time the new key is issued.

D. Requests for desk and file cabinet keys will be supplied if they are in stock. If not, the department is responsible for supplying the key to be duplicated.

E. UNDER NO CIRCUMSTANCES ARE GVSU KEYS TO BE DUPLICATED OR GIVEN TO OTHER EMPLOYEES. THE PERSON WHO SIGNED FOR THE KEY WILL BE HELD RESPONSIBLE. Any requests for additional access are to be made through the normal procedures. Appropriate disciplinary action will be pursued for unauthorized duplication.

F. All keys are to be turned in to Facilities Services at the time of termination of employment. EMPLOYEES MUST NOT TRANSFER KEYS TO EMPLOYEES REPLACING THEM. All terminating or retiring employees are encouraged to check with Facilities Services well in advance of their last day to determine what keys have been issued to them.

G. Under normal circumstances, students and temporary employees will not be issued keys. Employees should NOT sign out keys for these employees.

Key History Assignment Cards

A Key History Assignment card is maintained for each employee possessing a GVSU key. The information on the card includes the employee's name, job title, department, phone number and office location. Also the card lists the date a key is issued, the key numbers, access location,

room numbers, employee's signature, and date of key return.

Return of Keys

- A. When a key is returned from an employee because the need for the key no longer exists, the Key History Assignment Card is pulled from the employee file and the return date is noted.
- B. Upon termination of GVSU employment, Facilities Services will be notified by Human Resources. The employee's supervisor should follow up and direct the proper return of keys to Facilities Services.
- C. These key changes are reflected on the Key History Assignment Card and the file is removed from ongoing records.
- D. UNDER NO CIRCUMSTANCES ARE KEYS TO BE RETAINED BY THE DEPARTMENT AND GIVEN TO A NEW EMPLOYEE.

Special Key Issuance – Facilities Services

- A. Contractors are issued temporary access cards the Central Utilities Building (CUB). Cards are to be returned immediately upon completion of the contract service.
 - B. Temporary Employees will be allowed to check out the required keys / access cards from CUB using the same basis as student's checkout.
 - C. Temporary Job Assignments – employees receiving temporary job assignments may checkout the appropriate building key / access card from CUB to work in the assigned area. A Facilities Services ID must be presented and will be held pending return of these keys. (Example: custodians or maintenance personnel temporarily assigned to a different routine.) These keys may be held for the duration of the temporary assignment and do not have to be returned daily.
 - D. Restricted keyways – no future building re-keying will allow for spaces off the GGM system. Areas or departments may be off the building master but not off the GGM.
-

KEYS AND CARD ACCESS POLICY - PEW CAMPUS

PC 6.13

Date of Last Update:

September 08, 2014

Approved By:

- President's Cabinet

Responsible Office:

Pew Campus Operations

POLICY STATEMENT

The objective of this key procedure is to define the system of key control at the Robert C. Pew Campus and Regional Centers. Issuance of keys for the Pew Campus is the responsibility of Pew Campus Operations. Deans and administrators are urged to maintain a list of which keys persons in their units possess for security and accountability purposes. Issuance and usage of keys is to be in accordance with principles of reasonable security.

PROCEDURES**Responsibilities**

Pew Campus Operations is responsible for:

- Identification codes on keys.
- Issuing and maintaining records of keys.
- Maintenance, repair, and replacement of Pew Campus key and lock hardware.
- Duplication of keys.

Deans, Department Chairs, and Administrators are responsible for:

- Approving keys for faculty and/or staff members in their unit.

Key Request Procedures

Access to locked areas of the Pew Campus is based upon need.

Whenever possible, employees will be issued the minimum number of keys at the lowest level that will allow access to their areas of assignment only.

All key requests must be submitted on the [KEY REQUEST FORM](#), which is available on the Pew Campus Operations website.

Information on the [KEY REQUEST FORM](#) must be complete with proper supervisor or department approval. The form is then electronically submitted to the Pew Campus Operations. Incomplete forms will be denied. Proper justification must be provided for anything other than keys to specific doors. Upon approval, the requestor will receive an email letting them know that the key/card(s) are ready to be picked up at the Pew Campus Operations Office at the Bicycle Factory, suite 350. The key inventory form must be signed by the individual who will use the key. The form is then filed at that time by Pew Campus Operations for record keeping. No keys will be

issued without these signatures or to anyone other than the requesting employee.

Under normal circumstances, students and temporary employees will not be issued keys.

Levels of Keys and Issuance

A system of keys ranging from Great Grand Master Keys down to the lowest level of change key is used to satisfy user needs. Pew Campus Operations aims to issue the smallest number of keys possible. Keys will not be issued where card access is available.

GREAT GRAND MASTER KEY is the highest-level key on campus. This key covers all of the keyways within an entire key system. There are five (5) key systems currently on campus. All GGM key requests must receive the approval of the appropriate division heads as well as approval of the Assistant Vice President for Facilities Services and Planning and the Vice President for Finance and Administration.

GRAND MASTER KEY is the second highest-level key on campus. This covers all of the keyways of the Pew Campus OR of the Allendale Campus. These key(s) are issued to the Assistant Vice President for Facilities, Director or Assistant Director of Pew Campus Operations, the Director or Assistant Director of Plant Services, the Director of Facilities Planning, the Director of Public Safety Services, Plant Services Supervisors and Public Safety Officers. Other Plant Services staff and some University personnel may be approved but only after administrative and executive officer authorization. All GGM key requests must receive the approval of the appropriate division heads as well as approval of the Assistant Vice President for Facilities Services and Planning and the Vice President for Finance and Administration.

LOCK BOX KEYS are issued to Plant Services, Public Safety, Technology Services, Pew Campus Operations and designated contractors only. This key allows access to key boxes that are located in designated buildings and contain a master key for that building. Lock Box keys are issued to designated individuals within these departments based on proof of need. These key requests must be approved by the Assistant Vice President for Pew Campus & Regional Centers.

MASTER KEYS operate all keyways except mechanical rooms and designated restricted areas. These keys are issued to Deans or Administrative Officers with responsibility for all building and department activities. Custodial Staff will also be issued master keys for the building to which they are assigned. Issuance of these keys must be approved by the Assistant Vice President for Pew Campus & Regional Centers.

SUB-MASTER keys operate a sub-group of locks within a master key system such as a department. These are issued based on proof of need and require approval of the Assistant Vice President for Pew Campus & Regional Centers.

OPERATOR keys allow entry to individual offices or rooms. These are the primary keys issued to

faculty and staff. Approval is from the Assistant Vice President for Pew Campus & Regional Centers.

ENTRANCE keys operate entrance doors to buildings, departments, or suites. Approval is from the Assistant Vice President for Pew Campus & Regional Centers.

FILE keys are issued as requested to allow access to department files or personal office files, desks, cabinets.

Lock Box

A LOCK BOX is located in the loading dock of EC, DEV, SCB, BIK, DET and CHS buildings. These are for temporary checkout of X MASTER keys for access to a building.

Vendor Sign Out

Temporary keys for the Pew Campus may be signed out to vendors on a daily basis. Identification of the individual checking out the key as well as verification of need will be necessary. The keys are signed out from the Pew Campus Operations Office at the Bicycle Factory, suite 350.

Employee Responsibilities

The employee is responsible for the security of keys assigned. Lost or stolen keys must be reported immediately to department administration and Pew Campus Operations. A replacement charge of \$10 will be assessed for each lost or stolen key before a duplicate key can be issued. The replacement fee for a lost or stolen sub-master, master, lock box key or grand master will be \$100 and must be paid before a duplicate is made. Request for keys lost due to theft must be accompanied by a police report. The employee's department will be responsible for costs to rekey due to lost or stolen key.

Employees who change offices will be issued new keys at the time the old keys are returned. A Key Request Form needs to be completed for the new keys. EMPLOYEES MUST NOT TRANSFER KEYS TO EMPLOYEES REPLACING THEM. KEYS MUST BE RETURNED TO THE PEW CAMPUS OPERATIONS OFFICE.

Broken keys should be returned at the time the new key is issued.

UNDER NO CIRCUMSTANCES ARE GVSU KEYS TO BE DUPLICATED OR GIVEN TO OTHER EMPLOYEES. THE PERSON WHO SIGNED FOR THE KEY WILL BE HELD RESPONSIBLE. Any requests for additional access are to be made through the normal request procedures. Appropriate disciplinary action will be pursued for unauthorized duplication.

All keys are to be turned into the Pew Campus Operations Office at the time of termination of employment. EMPLOYEES MUST NOT TRANSFER KEYS TO EMPLOYEES REPLACING THEM. All

terminated or retiring employees are encouraged to check with Pew Campus Operations well in advance of their last day to determine what keys have been issued to them.

Under normal circumstances, students and temporary employees will not be issued keys. Employees that sign out keys for these people WILL be held responsible for the keys.

Key History Assignment Cards

A Key History Assignment card is maintained for each employee possessing a GVSU key. The information on the card includes the employee's name, job title, department and phone number. The card also lists the date the key is issued, the key numbers, access location, room numbers, employee's signature, and dates of key return.

Return of Keys

When a key is returned from an employee because the need for the key no longer exists, the Key History Assignment card is pulled from the employee file and the return date is noted.

Upon termination of GVSU employment, Pew Campus Operations will be notified by Human Resources. The employee's supervisor should follow up and direct the proper return of Pew Campus keys to Pew Campus Operations.

These key changes are reflected on the Key History Assignment card and the file is removed from ongoing records.

UNDER NO CIRCUMSTANCES ARE KEYS TO BE RETAINED BY THE DEPARTMENT AND GIVEN TO A NEW EMPLOYEE.

Special Key Issuance

Vendors are issued temporary keys through the Pew Campus Operations Office. Such keys are to be returned immediately upon completion of the contract service or by 5:00 p.m. each day. Keys may be kept overnight with operations manager approval.

Students and Temporary Employees may have keys temporarily assigned to them for the duration of their daily shift only and then must be returned daily. These are to be checked out through the Pew Campus Operations Office and require supervisor's permission. A driver's license must also be presented and information will be recorded in the Pew Campus Operations Office.

Temporary Job Assignments – Employees receiving temporary job assignments may check out the appropriate building key from the Pew Campus Operations Office to work in the assigned area. (Example: custodians or maintenance personnel temporarily assigned to a different routine). These keys may be held for the duration of the temporary assignment and do not have to be returned daily.

LIGHTNING/SEVERE WEATHER POLICY - ATHLETICS

PC 6.14

Date of Last Update:

August 22, 2014

Approved By:

- President's Cabinet

Responsible Office:

Athletics

POLICY STATEMENT

The safety of all participants and observers of athletic events is extremely important. Therefore, the Athletics Department has developed the following policy and chain of command in order to ensure the safety of both athletes and onlookers in the case of severe weather during an athletic event.

PROCEDURES

Chain of Command

The athletic trainer(s) present (most practices) in coordination with the game administrator and game officials are responsible for terminating an athletic activity in the event of lightning or other severe weather. During outdoor activities, a primary responsibility of the athletic trainer(s) is to have the ability to make sound decisions on environmental factors effecting the safety and well being of the athletes as well as others involved with the activity.

The certified athletic trainer will communicate with the game administrator, the head coach, and game official(s)/umpire(s) of the potential for lightning or severe weather and will make the recommendation that all activities stop or be suspended.

If the head coach is not present, the senior most member of the coaching staff will assume responsibility.

If an athlete proceeds with their outside activity against the recommendation of the individual in charge to seek a safe shelter, the athlete assumes all personal liability with regard to their safety and health.

If a coach and/or game official(s)/umpires(s) make the decision to continue to practice and/or continue with a game or other activity despite a Telvent weather warning, the cancellation of classes, and/or the verbal instruction by a certified athletic trainer or game administrator, they will be doing so against the recommendations of the Grand Valley State University Athletic Department and will be personally liable for any and all injuries.

Severe Weather

In the event of severe weather, the following measures will be taken by Grand Valley:

The athletic training staff will check the weather daily prior to the practice or competition.

Up-to-date weather reports will be obtained by using Telvent services.

During outdoor practices and games, an early warning text message system from Telvent may be used to help determine the occurrence of and/or distance of lightning in the area. The weather reports and systems will be monitored for storms that may develop during practices and games.

When an early warning text message system from Telvent has detected lightning or thunder has been heard, the athletic trainer in charge will monitor the distance on the early warning system. When the lightning is within an 8-mile radius of the venue, the activity will be ceased and a warning message with recommended safe structure will be given.

Anytime the Meadows sirens are used to close the golf course, all athletic outdoor activities will be suspended.

The certified athletic trainer will be responsible for notifying the head coach, official(s)/umpire(s) and game administrator (if present) of the lightning or severe weather. The certified athletic trainer will recommend play to be suspended at this time and shelter should be taken.

Any person who feels they are in danger of any lightning activity will have the right to leave the field or event site to seek safe shelter without fear of penalty or repercussion.

If play is suspended due to severe weather, everyone (including observers) should seek shelter in the designated "safe structures" (listed in Table A). A "safe structure" is defined as "any building normally occupied or frequently used by people, i.e. a building with plumbing and/or electrical wiring that acts to electrically ground the structure." This structure does not include: shower facilities, baseball/softball dugouts, outside storage sheds, and canopies/awnings/tents. When in a "safe structure," stay away from corded telephones, electrical appliances, lighting fixtures, ham radio microphones, electric sockets, and plumbing.

In the absence of a "sturdy, frequently inhabited building," one may seek shelter in fully enclosed hardtop vehicles but should not touch the sides of the vehicle.

If no "safe structure" is available within reasonable distance, find a thick grove of small trees

surrounded by taller trees or a dry ditch and assume a lightning safe position. A lightning safe position is one in which one is crouched on the ground with only the balls of the feet touching the ground, with their arms wrapped around the knees and head lowered. Do not lie flat on the ground. Stay away from the tallest trees or objects (i.e. light poles or flag poles), metal objects (i.e. fences or bleachers), individual trees, standing pools of water, and open fields. Avoid being the highest object in a field.

Any person who feels his/her hairs stands on end or skin tingle should immediately assume a lightning safe position.

Avoid using a landline telephone. Cellular phones may be used in an emergency situation.

Resumption of Activity

Play will resume thirty minutes following the last flash of lightning per the Telvent warning system. The certified athletic trainer will make this recommendation to the official(s) during an official game.

Blue skies and absence of rain are not protection from lightning. Lightning can strike up to ten miles from the rain shaft and it does not have to be raining for lightning to strike.

Care of a Lightning-Strike Victim

A lightning strike does not stay attached to the source therefore they do not carry an electrical charge. It is safe to touch the victim to move him/her to a safe location and to render medical treatment. Medical personnel should consider their own personal safety before venturing into a dangerous situation to render care.

Lightning-strike victims who show signs of cardiac or respiratory arrest need emergency help quickly. CPR and AED use should begin immediately, if necessary. Prompt, aggressive CPR has been highly effective for the survival of victims of lightning strikes.

Victims should be assessed and treated for apnea, asystole, hypothermia, shock, fractures and burns.

Refer to the [Safe Structures table](#).

References

NCAA Guideline 1D: Lightning Safety. **NCAA Sports Medicine Handbook** (2004).

Walsh, K.M.; et al. (2000). National Athletic Trainers' Association Position Statement: Lightning Safety for Athletics and Recreation. **Journal of Athletic Training**; 35(4): 471-7.

RELOCATION POLICY (MOVING)

PC 6.15

Date of Last Update:

July 31, 2008

Approved By:

- President's Cabinet

Responsible Office:

Business and Finance

POLICY STATEMENT

Reimbursement or direct payment of faculty and staff moving expenses will be made when it becomes necessary in employment negotiations to attract highly qualified candidates to regular, full-time academic and administrative positions at Grand Valley State University.

PROCEDURES

If reimbursement or direct payment is warranted, the following applies:

1. Only new hires of tenure track faculty and administrative professionals are eligible.
2. Moving expenses must be funded from within the hiring unit's existing budget.
3. The maximum amount allowable is up to \$2,000 for tenure track faculty and administrative professionals and \$5,000 for deans and directors, based on actual receipts.
4. Moving expenses eligible for reimbursement/payment are limited to those that may be reimbursed/paid on a non-taxable basis. PLEASE NOTE: Under IRS regulations, as long as (1) the new place of work is at least 50 miles farther from the taxpayer's former residence than the taxpayer's former residence was from the taxpayer's old place of work, and (2) the faculty or staff member is employed full-time for at least 39 weeks during the twelve months following the move, such amounts paid for amounts paid for the move do not constitute a taxable benefit.
5. Reimbursement/payment must be made via a properly authorized [Travel and Expense Reimbursement form](#) prepared by the hiring department to which actual receipts and/or invoices must be attached. Only the reasonable costs of moving household goods and personal effects (including the expenses of packing and insurance) and the reasonable costs of transporting the employee and members of the employee's household (including lodging) from the old place of residence to the new place of residence are eligible for reimbursement/payment. Typical moving

expenses normally eligible for reimbursement/payment include: payments to moving companies, truck or trailer rental charges, toll road fees, and gasoline cost for a rented or personal vehicle or mileage charges (at the current IRS moving rate) if an employee's personal vehicle is used.

While this is not an all-inclusive list, examples of typical expenses NOT eligible for reimbursement/payment are:

- Meals
- House hunting trips (and any other pre/post move trips)
- Selling expenses related to the old residence
- Expenses of purchasing the new residence
- Temporary living expenses
- Storage charges (except in-transit charges)
- Security deposits
- Moving expenses related to termination of GVSU employment

6. An executive officer may grant exceptions to this policy in specific and unusual cases.

This information is subject to change without prior notice. Contact the Accounting Office at 616-331-2203 for questions regarding reimbursable expenses, and contact Purchasing Services at 616-331-2280 for assistance with contract movers.

Additional information can be found on the following link to the IRS:

<http://www.irs.gov/publications/p521/>

SPACE HEATERS AND PERSONAL APPLIANCE POLICY

PC 6.16

Date of Last Update:

January 12, 2015

Approved By:

- President's Cabinet

Responsible Office:

Pew Campus Operations/ Allendale Facilities Services

POLICY STATEMENT

The following policy language is intended to promote the safety of the campus community,

improve the comfort of faculty/staff, prevent physical damage to university facilities and conserve energy at Grand Valley State University.

PROCEDURES

Space Heaters:

The use of electric space heaters (or those fueled by other means) is strictly prohibited in any GVSU facility. Electric space heaters pose a safety risk and fire hazard by overloading building electrical circuits. They are also a very inefficient means of providing heat and often result in the discomfort of occupants in nearby offices or work areas.

Individuals who believe their work area is too cold (or hot) may contact Facilities Services (Allendale Campus) at extension 1-3000, or Operations at extension 1-6700 (Pew Campus & Regional Centers). A work order may also be submitted online at webtma.plant.gvsu.edu to request that their space be evaluated for temperature adjustments.

Other Personal Appliances:

The following appliances are also prohibited from being used in offices or other non-designated common areas at GVSU:

- Air conditioners
- Grills
- Coffee makers
- Crock-Pots
- Toaster ovens
- Toasters
- Mini Refrigerators
- Other small kitchen appliances
- Microwaves
- Other appliances that do not meet the intent of this policy

Many of these appliances are available to faculty/staff in designated break kitchens and lounge areas. If your department wishes to add an additional shared item to a break/lounge area, please contact the Operations Manager or Facilities Supervisor for your designated building to discuss its placement.

Exceptions:

Operations and Facilities Services will work to accommodate medical necessities, departmental events or other special conditions that may warrant an exception to this policy.

Responsibility:

Enforcement of this policy is the responsibility of departmental supervisors. Facilities Services and Operations staff will report unauthorized space heaters and other appliances discovered in the course of their work. The supervisor, chair, dean or director that is responsible for the area will be notified.

TRAVEL POLICY AND PROCEDURES

PC 6.18

Date of Last Update:

February 27, 2012

Approved By:

- President's Cabinet

Responsible Office:

Business and Finance

POLICY STATEMENT

This document is designed to provide guidance to faculty and staff on University travel policies, regulations and procedures. These guidelines are in general terms and are not expected to cover every situation. For questions regarding policies, procedures or travel arrangements, call Procurement Services at 616-331-2280. For questions regarding travel and expense reimbursement, call the Accounting Office at 616-331-2203.

PROCEDURES**AUTHORIZATION**

It is the responsibility of each prospective traveler to secure the appropriate approval for University travel from his/her supervisor, department head, dean, director or executive officer. Additional regulations may apply for travel associated with grant funding, especially for international travel. The following individuals would be eligible for reimbursement of reasonable expenses while traveling for University-related purposes:

- University Board of Trustees, faculty and staff employees.
- Non-employee guests invited to the University for lectures, consulting, interviews,

recruiting, and other special occasions, or those requested to travel for the University as specified in a contractual arrangement.

ARRANGEMENTS

Employees: Each traveler is responsible for arranging his/her own travel schedule, booking reservations, and payment of expenses. Please contact the Procurement Services Department for information pertaining to the University's preferred travel agency. Call 616-331-2280 or email purchasing@gvsu.edu.

University Guests/Groups: The host department is responsible for coordinating travel arrangements for University guests and non-employee groups. Please contact the Procurement Services Department for information pertaining to the University's preferred travel agency. Call 616-331-2280 or email purchasing@gvsu.edu for assistance in booking air and/or ground transportation, hotel accommodations, car/van rentals or bus charters.

To request charges direct billed to the University, the following information must be given to the travel agency: guest name, dates of travel, hotel reservation, car rental, University host/arranger's name, department name, account number, and phone number. Upon receipt of invoices from the travel/hotel/car rental agency, the Accounting Office will send a copy to the department for verification of the direct-billed charges and authorized signature for payment approval. The approved invoice copy must be returned to the Accounting Department promptly.

CHARGING TRAVEL EXPENSES

University faculty and staff may charge all business travel and entertainment expenses to an existing personal credit card or they may obtain a Fifth Third MasterCard through the Human Resources office. This is a personal credit card, and there is no annual fee to participate in this program. Call the Human Resources office at 616-331-2215 for an application or for additional information.

It is important to note that individual cardholders are personally liable for all charges on their Fifth Third MasterCard charge card. A monthly statement of charges will be sent to the cardholder, who is solely responsible for full and timely payment of all charges. Requests for eligible travel reimbursement should be made soon after completion of the trip and need not wait for receipt of the credit card statement. Refer to the expense reimbursements section for reimbursement of airline tickets purchased far in advance of trip.

EXPENSE REIMBURSEMENTS

The following individuals are eligible for reimbursement of reasonable expenses while traveling

for University-related purposes:

- University Board of Trustees, faculty and staff employees.
- Non-employee guests invited to the University for lectures, consulting, interviews, recruiting, and other special occasions, or those requested to travel for the University as specified in a contractual arrangement or approved by the appropriate executive officer.

Refer to the [Travel & Expense Guidelines](#) for the current reimbursement schedule.

TRANSPORTATION

A. Commercial Airlines

1. Airfare must be booked at lowest economy or coach class unless the traveler certifies on the travel and expense form that such classes were not available. The passenger's ticket coupon/receipt or e-ticket itinerary must be submitted when reconciling expenses. If a credit card statement for airfare is due before the trip has been completed, the University will reimburse that expense to the traveler when requested on the travel and expense form.
2. The University will permit the benefits of airline frequent flyer programs derived from travel paid for by the University to accrue to the traveler. However, travelers are encouraged to apply these benefits toward future University travel.

B. Charter Air Service – Charter air service may be authorized when it is to the advantage of the University measured by comparative travel costs and the time constraints of the travelers.

C. Personal Aircraft – Air travel for University business on an aircraft owned/leased by employees is prohibited. All University air travel must be booked on regularly scheduled commercial airlines or a University chartered aircraft.

D. Public Transportation – Taxis, buses, subways, limousines, etc. are reimbursable at full fare for University business.

E. Rental Vehicles – The use of rental vehicles is limited to situations where commercial transportation is either not available or is impractical. Renting vehicles for use at out-of-state destinations is permitted if necessary to the purpose of the trip. The University will reimburse expenses for economy or midsize vehicles. Contact either the facilities services office or the University's preferred travel agency for assistance with rental vehicles.

1. A major credit card is required as security at time the vehicle is picked up. The rental agreement form and receipt must accompany the Travel and Expense Form for reimbursement.
2. The University has discount agreements with several major rental agencies. Discount cards are available from the travel agency or the Procurement Services Office. Request the

applicable discounted rate when reserving a vehicle. Some promotional specials may be more economical than the discounted rate; request the best rate available.

3. Refer to the insurance section regarding appropriate coverage.

F. Personal Vehicles

1. If an employee works primarily on campus and has a GVSU principal office assigned or principal place of business, the mileage reimbursement allowed will be calculated from their principal GVSU office or place of business. Employees involved in work or temporary assignments off campus (i.e. field supervision, teaching, TV broadcasting, etc.) will be allowed mileage reimbursement based on their distance from their GVSU campus principal office/place of business or from their home to the place of the work or temporary assignment, whichever is less. Mileage for travel between home and campus is personal commuting and is not reimbursable.
2. If an employee works primarily in the field off-campus, the mileage reimbursement allowed will be from either their home or an alternative location that is approved by the appointing officer. This approved location will be considered the point that mileage reimbursement will be calculated from.
3. Mileage within a campus location (Pew or Allendale, for example) is generally not reimbursable unless the employee is required to transport special equipment or tools to perform their duties and /or receives appointing officer approval.
4. Mileage between all campuses is permissible for reimbursement. Employees are encouraged to utilize the bus service between the Grand Rapids and Allendale campuses whenever possible rather than to request reimbursement.
5. Personal vehicles may be used in lieu of commercial airline travel. Mileage will be reimbursed at the established current rate but should cost the University no more than the commercial coach/economy airline fare. Similarly, transportation by bus, train, or other means will be reimbursed for actual cost but no more than the commercial coach/economy airline fare.
6. Expenses for gasoline, repairs, towing, etc. are included in mileage allowance. Expenses for parking, storage, tolls and ferries are reimbursable and limited to the actual amount paid. Parking fines and fees at University facilities are not reimbursable expenses. Any fine or charge for a violation of public policy (such as a speeding ticket, etc.) is not a reimbursable expense.
7. Refer to the Table of Standard Mileage for the current schedule and eligible reimbursements.
8. Any exception to the policies in F. Personal Vehicles requires approval by the Vice President of the respective division.

Meals

- A. Reimbursement for individual meals will not exceed the maximum per diem allowance. Reimbursement for meals included in a conference or meeting fee is not allowed. Meals for employees involved in assignments off campus are allowable when deemed appropriate by their supervisor.
- B. Meals including University guests are allowable at the actual cost, not to exceed the maximum per diem allowance. Reimbursement requests must include a receipt with the guest's name, company name, and business purpose of the meeting.
- C. Meals for University employee groups are reimbursable only with appropriate executive officer approval and documentation.

Lodging

Actual lodging expenses, as evidenced by an original receipt, are reimbursable. The maximum single room rate will be reimbursed when a University traveler shares lodging with a non-University person. Room service expenses are reimbursable in accordance with the per diem allowance. Reasonable expenses incurred for tips are reimbursable without receipt. The University's travel agency has discount agreements with several properties. Contact the travel agency for assistance with lodging accommodations.

Conference Fees

Actual registration fees for conferences, seminars, etc. will be reimbursed as evidenced by a registration confirmation or paid receipt. Fees for non-business and/or spousal activities associated with the conference, such as golf or tour events, are not reimbursable. It is preferred that the conference registration be paid with the University's purchasing card. Conference registrations may also be processed for payment by submitting an online Purchasing Requisition through Banner. A copy of the completed registration form (with the requisition number written on it) can then be sent to the Procurement Services Office in 201 LMH.

Miscellaneous Expenses

- A. Telephone calls and telegrams made for business purposes are allowable and must be listed separately on the Travel and Expense Form. Dates, company names and names of persons called must be identified.
- B. Reasonable expenses incurred for handling, storage and checking of baggage are allowed.
- C. Personal expenses incurred for valet service, entertainment, personal phone calls, etc. will not be reimbursed.
- D. Parking fees at University facilities are not reimbursable expenses.

Out-Of-Pocket Expenses

The Travel and Expense Form may also be used for reimbursement of non-travel related, out-of-

pocket expenses up to \$100. The form must include a description of the items to be reimbursed, FOAP, appropriate signatures, and the original receipt(s) must be included. Copies of personal checks are not acceptable as documentation for reimbursement.

EXPENSE RECONCILIATION

Travel and Expense Form

A. All reimbursement requests for travel expenses must be submitted on a Travel & Expense Form. The purpose and dates of the trip must be clearly stated. Submit the completed form and required receipts to the Accounting Office. Any unused travel advance funds must be returned with the completed Travel and Expense Form and required receipts to the Accounting Office or Cashier's Office. Do not send cash in the mail.

B. University guests and other approved non-University employees should also use the Travel and Expense Form to request reimbursement of travel expenses. The completed form with "G" number (or for non-GVSU employees the Social Security number) must be approved by appropriate executive officer or as specified in a contractual arrangement.

Settlement Date

The Travel and Expense Form should be submitted at the earliest practical date after return from the trip, but within thirty (30) calendar days (fifteen for travel advances).

Required Receipts

Only actual business expenses incurred, supported by the required original receipts must be submitted for reimbursement. Any extenuating circumstances resulting in altered travel plans or unusual expenses must be clearly explained on the Travel and Expense Form. Any questionable claims, non-compliant requests, or alterations of receipts may result in the form being returned to the traveler for explanation, deductions from the requested reimbursement amount, and/or approval by the appropriate executive officer.

Foreign Currency

Expenses must be expressed in U.S. dollars with the foreign exchange rates applied or currency difference identified where necessary. The Travel and Expense Form total must be stated in U.S. dollars. Refer to the [Universal Currency Converter](#) for assistance.

CANCELLED TRIP

A. If an approved trip is cancelled and a Travel Advance was issued, the original check or a personal check must be returned promptly to the Accounting Office for deposit.

B. Airline tickets already received are subject to airline/travel agency return regulations. When applicable, the credit will be issued to the party having made payment. Cancellation fees charged

by the airline/travel agency are eligible for reimbursement. When reimbursement has already been received for the cancelled trip, the traveler must reconcile this credit promptly with the Accounting Office.

INSURANCE

University Vehicles

All University vehicles are insured for vehicle liability (including the statutory Michigan No Fault coverage) while being driven anywhere in the U.S. or Canada. Coverage is extended to anyone driving these vehicles with University permission.

Personal Vehicles

Employee personal vehicles are insured for vehicle liability while being driven on University business. This coverage is secondary to employee's personal automobile insurance and is subject to specific deductibles.

Rental Vehicles

Rental vehicles are covered under the University's liability policy. All terms and conditions of the vehicle rental agreement should be read and followed, particularly concerning authorized drivers. Violations of the agreement or driving regulations may render the University responsible for any damages. Use the following [guidelines for insurance coverage when renting vehicles](#). Questions concerning insurance coverage should be directed to the [Division of Legal, Compliance and Risk Management](#) at 616-331-2067.

- A. Decline the collision damage waiver insurance. The University provides coverage that eliminates liability for replacement at full retail value due to collision damage.
- B. Decline the personal accident insurance if rental was booked by the University's preferred travel agency and/or paid for using a University P-Card or the Fifth Third MasterCard offered through GVSU. Travel agency and corporate charge card program contracts automatically provide accident/medical and death benefits under personal insurance coverage.
- C. Decline the personal effects insurance for University property. The University is insured for property in the vehicle. Personal property may be covered under your personal insurance; confirm with your insurance agent. Accepting the coverage for personal property is at your expense.
- D. When vehicles are rented for University business travel, all rental contracts should be issued in the University's name to avoid confusion concerning vehicle liability insurance.

ACCIDENTS AND EMERGENCIES

Accident Reports

In addition to those actions normally required in the event of an accident, the driver of any vehicle

on University business should:

A. Report the accident to his/her supervisor. Accidents involving serious personal injury or vehicle damage should be reported to the department of public safety.

B. If driving a University vehicle, a M.U.S.I.C. Motor Vehicle Loss Report must be submitted. Call the [Division of Legal, Compliance and Risk Management](#) at 616-331-2067 for assistance.

C. When another vehicle is involved in the accident, obtain that driver's insurance company name and address. Also obtain the names, addresses and license plate numbers of potential witnesses.

Reporting Illness or Emergency

In cases of serious illness, accident or emergency that occur while traveling on University business, the traveler should notify his/her supervisor. If the supervisor cannot be reached, contact the Human Resources Office.

It is the responsibility of traveler to inform his/her supervisor of address and phone number while traveling on University business. This is important should it become necessary to contact traveler in the event of an emergency

UNIVERSITY DESIGNATED AND PLANT RESERVE FUNDS POLICY

PC 6.19

Date of Last Update:

October 12, 2015

Approved By:

- President's Cabinet

Responsible Office:

University Budgets

POLICY STATEMENT

To establish rules governing expenditures charged against University Designated and Plant Reserve funds.

PROCEDURES

Expenditures over \$25,000 individually or in the aggregate for a single project requires

authorization from an Executive Office or their designee.

Expenditures over \$50,000 individually or in the aggregate for a single project must be reported to Budget Committee.

Expenditures over \$250,000 individually or in the aggregate for a single project must be submitted by Budget Committee to the University President for authorization.

DEFINITIONS

Funds held outside the normal General Fund operating budgets that reside in the Designated and Plant Reserve funds as identified by the appropriate Executive Officer. Expenditures that are governed by this policy are those that are charged against funds that begin with "15" or "94"

UNMANNED AIRCRAFT SYSTEM / DRONE POLICY

PC 6.20

Date of Last Update:

December 07, 2015

Approved By:

- President's Cabinet

Responsible Office:

Public Safety

POLICY STATEMENT

Operation of an Unmanned Aircraft System (UAS) is prohibited over University Property by students, employees, vendors, contractors and other members of the public except with prior written approval from an Executive Officer of the University. Permission to operate a UAS over University Property will only be granted to University departments needing to operate a UAS for the benefit of the University. Operation of Model Aircraft is not permitted over University Property.

Purchasing of UAS also requires prior written approval from an Executive Officer of the University. Purchasers may be employees, students or departments using University funds being disbursed through a University account, including grant funds.

PROCEDURES

- Consideration will only be given for purchasing and/or operating a UAS if the written request includes the following:

1. exact dates and times of intended operation;
2. the identity of the individual operating the UAS;
3. the University purpose for the use of the UAS; and
4. a current 333 exemption or Certificate of Waiver or Authorization (COA) issued by the Federal Aviation Administration (FAA) or documentation verifying that the individual operating the UAS is fully authorized by the FAA to do so.

- In operating a UAS for purposes of recording or transmitting visual images, operators must take all reasonable measures to avoid intrusions into areas normally considered private.

- All uses of UAS must comply with the following:

1. UAS must not be used to monitor or record areas where there is a reasonable expectation of privacy in accordance with accepted social norms. These areas include but are not limited to restrooms, locker rooms, individual living center rooms, changing or dressing rooms, health treatment rooms, daycare facilities and classrooms during periods of instruction. UAS may not fly closer than thirty (30) feet outside a window of any university building.
2. UAS may not be used to monitor or record institutional or personal information, which may be found in an individual's workspace, on computers or on other electronic devices.
3. UAS may not be used inside of any University building without prior permission given by an Executive Officer of the University.

Process for obtaining a COA

The FAA requires that one office be responsible for communicating with the FAA on behalf of the University and for processing COA applications. The Department of Public Safety is the designated account holder for COA's for the University and will process all applications on a case-by-case basis.

Any University employee or student wishing to operate an unmanned aircraft system (UAS) as part of their university employment or as part of a University program must first obtain a 333 exemption or Certificate of Waiver or Authorization (COA) issued by the FAA.

Enforcement of Complaints

Any violations of this policy will be dealt with in accordance with applicable University procedures

which may include disciplinary actions and where appropriate, legal action. All complaints concerning the operation of UAS over University Property should be referred to the Department of Public Safety. Users will also be subject to applicable Federal and State laws.

Any FAA fines incurred by individuals or departments will be the responsibility of the individuals involved.

DEFINITIONS

For purposes of this Policy, these terms should have the following meaning:

University Property – Buildings, grounds and land owned or controlled by the University.

Unmanned Aircraft Systems (UAS) – UAS are also known as or may be characterized as Drones. According to the FAA, a UAS is the unmanned aircraft and all of the associated support equipment, control station, data links, telemetry, communications and navigation equipment, etc., necessary to operate the unmanned aircraft. UAS may have a variety of names including but not limited to quadcopter and quadrotor, FAA regulation applies to UAS regardless of size or weight. Model aircraft are not considered by the FAA as UAS and have different regulations.

COA – Certificate of Authorization or Waiver. The COA is an authorization issued by the FAA to a public operator for a specific UAS activity. After a complete application is submitted, FAA conducts a comprehensive operational and technical review. If necessary, provisions or limitations may be imposed as part of the approval to ensure the UAS can operate safely with other airspace users. In most cases, FAA will provide a formal response within 60 days from the time a completed application is submitted.

333 Exemption – FAA exemption based on Section 333 of the FAA Modernization and Reform Act of 2012 (FMRA) which grants the Secretary of Transportation the authority to determine whether an airworthiness certificate is required for a UAS to operate safely in the National Airspace System.

LAKER STORE POLICY

PC 6.21

Date of Last Update:

October 20, 2015

Approved By:

- President's Cabinet

Responsible Office:

GVSU Laker Store

POLICY STATEMENT

GVSU Laker Store is dedicated to serving the students of Grand Valley State University with resources, which enhance the University's mission and image.

PROCEDURES**Textbook Locations**

GVSU Laker Store - Allendale carries the textbooks and supplies required for classes taught on the Allendale campus and for those taught in Holland and other "satellite" locations across the state. These are available online at <http://lakerstore.gvsu.edu> or by calling toll free at 866-299-0001.

GVSU Laker Store – Robert C. Pew Grand Rapids Campus carries the textbook and supplies for classes taught in Grand Rapids, including those at the Cook-DeVos Center for Health Sciences.

Other Merchandise

Both store locations offer a selection of GVSU imprinted clothing and gifts, greeting cards, leisure reading books, school supplies, and a full line of computers and accessories, including Apple products. The leisure reading department includes a faculty book section. Faculty who publish are encouraged to notify the GVSU Laker Store staff, and we will add the title to our inventory.

Discounts, Sales and Promotions

GVSU Laker Store attempts to maintain pricing policies that are reasonable, fair and consistent. As a result, the same pricing is made available to students, faculty and staff. Sales and promotions are announced in advance on the GVSU Laker Store website and the University bulletin board, in addition to fliers and posters across campus. The same promotions are made available at both store locations.

Merchandise Returns Policies

Textbooks may be returned for a full refund through the first week of classes with a valid receipt. Specific deadlines are announced each semester. Other merchandise can generally be returned within a reasonable period when accompanied by a valid receipt. Merchandise, other than textbooks, will be accepted for an exchange when no receipt is presented. Refunds for purchases paid with cash or check will be refunded in cash, while returns for credit card purchases will be credited to the card.

Book Sell Back

GVSU Laker Store conducts a daily textbook sell-back at both store locations. Generally, sellback values increase near the end of each semester, and the majority of students sell their books during final exam week. Books that will be used at GVSU in the coming semester are purchased by the bookstore at 50% of the new book retail price until store quotas are met. Books that are not being used at GVSU may be purchased at 5-30% of retail price as long as they are current editions.

Textbook Orders

To insure the arrival of textbooks for the start of classes and to offer students an opportunity to sell their books at the end of the term, it is requested that faculty submit textbook orders by published deadlines. Textbook orders need to be in the bookstore by October 25 for winter semester, by February 25 for spring-summer semester, and by March 25 for fall semester. Requisitions may be submitted on-line in the faculty access section of the bookstore's website at <http://lakerstore.gvsu.edu/>

For access information, please consult your department coordinator. When submitting a requisition, please provide accurate ISBN information to insure that the correct book is ordered. GVSU Laker Store staff also appreciate notification that "no books are required" for a class when appropriate.

Coursepacks

Faculty may choose to create coursepacks for sale through the bookstore. This may be done by working with a custom publisher, which manages copyright clearances and copying, or through the University's Copy Center. In the latter case, faculty must perform copyright clearances themselves. Letters from publishers authorizing copying of materials, together with a complete and final version of the coursepack, should be forwarded to the appropriate bookstore location well in advance before the start of the semester. The textbook manager will arrange for copying, return the original to the faculty member, and place coursepacks on the shelf in time for the start of the semester.

Desk Copy Loans

Publishers will not honor requests for desk copy loans from bookstore personnel, so such requests should be made directly to the publisher. Faculty requiring a desk copy of an adopted textbook should contact their publisher representative for additional information.

COOK-DEVOS CENTER FOR HEALTH SCIENCES EVENT POLICY

Date of Last Update:

July 31, 2008

Approved By:

- President's Cabinet

Responsible Office:

Conference Planning & Hospitality Services

POLICY STATEMENT

Located in the "Health Hill" area of Michigan Street, the Center for Health Sciences takes our health education and research initiatives to a higher level. The Meeting and Event Planning office provides support for our internal faculty, staff and student meetings and events, as well as the education and health care community members. The event spaces in the facility accommodate groups as small as 5 and as large as 150 and are available for a variety of uses to community events with a health related focus, and Grand Valley groups. The private meeting rooms, multi-purpose room and formal auditorium lend themselves for a variety of functions.

All events held in the Center for Health Sciences must be academically related or have a health/medical related community focus. Our concentration is that of an academic facility accommodating students and we will use our discretion to determine what event is best suited for the facility. Our staff will assist you in determining the best campus location for your event.

All catering arrangements for meetings and events are handled through our offices by our experienced and knowledgeable staff. From boxed lunches to formal receptions, we are able to accommodate all of your catering needs. The building also houses The Recovery Room Cafe, by Bagel Beanery. The cafe, located in the lobby level, serves specialty coffee beverages, bagels, bagel sandwiches, Paninis, snacks, desserts and various other food and beverage items.

Not only does the Center bring together all of our health-related programs in a state-of-the-art facility, it serves as a catalyst for establishing unique partnerships with area hospitals, research organizations, and health care professionals. Students will enjoy the advanced learning opportunities made possible by these joint ventures. The building is home to Grand Valley's health curriculum, including the Kirkhof College of Nursing, and the College of Health Professions. Additional building occupants include the Grand Rapids African American Health Institute, the West Michigan Science and Technology Initiative, and SmartZone tenants.

PROCEDURES

Our team of meeting professionals has determined the following guidelines to assure smooth coordination for every aspect of planning this event.

Function Requirements

All meeting requirements, food and beverage requests, and audiovisual details should be confirmed no later than seven (7) days prior to the function date.

The Cook-DeVos Center for Health Sciences building hours are:

Fall/Winter

Monday-Thursday 7:00 am - 10:00 pm.

Friday 7:00 am - 5:00 pm.

Saturday 8:00 am - 4:00 pm.

Closed Sunday

Spring/Summer

Monday - Thursday 7:00 -10:00pm.

Friday 7:00 - 5:00 pm.

Closed Saturday and Sunday

Room space may be tentatively reserved if there is a need to finalize speaker arrangements, etc. before confirming your reservation. This tentative "hold" will be set for a time period determined by our planning coordinator. The client will be advised as to the time period and its expiration date. At the expiration date, the tentative "hold" will be automatically removed if the client has not called to confirm otherwise. There is no financial commitment for tentative reservations.

Room rent is based on the size of the space required for the event. This cost will be figured in four (4) hour increments of time. If more time is needed, additional costs may be incurred. (Any event booking from 8:00 am - 5:00 pm will be charged for only eight (8) hours in consideration of traditional business and meeting hours.)

We assign function space according to the anticipated number of guests. If the number of guests increases or decreases, it may be necessary for us to reassign the space accordingly. An increase will be accommodated if space is available, and will result in additional rental fees.

The Meeting & Event Planning Office is solely responsible for the shape and environment of the Conference Center. In the event that you may require extraordinary audiovisual or room set-up, the Meeting & Event Planning Office must be informed. We will make every effort to accommodate your needs. Only vendors contracted through the Cook-DeVos Center for Health Sciences will be allowed on premise. Loading dock facilities are available for the transport of all conference materials. Materials and equipment for your event may be shipped directly to the Cook-DeVos Center for Health Sciences. Prior arrangements must be made through the Meeting & Event

Planning Office for access. The Cook-DeVos Center for Health Sciences is not responsible for damage to or loss of any materials or equipment displayed or stored in the building. Items will be given the same care and protection as given to GVSU property.

Guidelines for shipment of materials:

1. All shipments must be granted prior approval.
2. Shipments will be accepted within 48 hours of event time, and not outside of this time frame.
3. All shipments must arrive at the Conference Services Department Monday through Friday, between the hours of 8:00 am and 4:00 pm.

Any shipment not meeting all of these criteria may not be accepted.

Grand Valley State University is pleased to offer conference guests complimentary parking, on a first come, first serve basis, in the Upper Level of our designated University parking structure. Details regarding access to our complimentary parking will be discussed in the planning of your event. Parking maps and directions are available by contacting the CHS Meeting and Event Planning Office at 331-5807.

Guarantee Policy

In order for our caterer and staff to be fully prepared for your event we require a minimum number of guaranteed guests seven (7) working days prior to your event. This number cannot be reduced. The "Final Count" must be given three (3) business days prior to your event. Increases made after this deadline will be accommodated, if possible, and are subject to a 25% late fee based on the number increased. We will charge for the number served, or the number guaranteed, whichever is greater. Food service is prepared based on this guarantee, and if no final number is given, service will be prepared based on the number given at the time of booking.

Cancellation Policy

By signing the contract, you agree to pay a cancellation fee equivalent to the full contracted room rate for the loss of business if your event is cancelled within thirty (30) days of the planned function, as well as any additional costs already incurred. Applicable to executive and specialty spaces and affiliate clients.

Notice of cancellation between thirty-one (31) and ninety (90) days of planned function, all deposit monies are non-refundable. Applicable to executive and specialty spaces, and affiliate clients.

Notice of cancellation from ninety-one (91) days out, client has the option of changing the date (must be done on day of cancellation) and transferring the deposit to the new date. Otherwise,

client will be refunded all monies, with the exception of a \$50 administrative.

Space reduction/Event date change: are considered cancellation of space, and will be treated in the same manner.

Should cancellation of your event become necessary less than 10 working days prior to the event, you will be responsible for 50% of the food and beverage costs. Cancellations received less than two (2) working days from the event are responsible for 100% of the contracted food and beverage charges.

Pricing

All room rental, audiovisual, food and beverage are subject to the customary six (6%) percent Michigan State Sales Tax. A service charge of (18%) eighteen percent is applied to all food and beverage service. There is a minimum \$75.00 charge for all conference center caterings. Published food and beverage rates are subject to change without notice.

Conference Room Liability

In the unlikely event that damages to the Center for Health Sciences should occur as a result of your function, liability for damages to the premises will be charged to the representative making the arrangements, based on actual repair or replacement cost.

The Cook-DeVos Center for Health Sciences cannot assume responsibility for the damage to, or loss of, any merchandise or articles left prior to, during, or following an event.

The affixing of anything to walls, floor, ceiling, or plants is strictly prohibited. Glitter and/or confetti are not to be used inside or outside the building. Candles must be contained in a lamp or isolated source. The Conference Services Department will assist you with hanging banners, decorations, displays, and promotional material.

Billing and Deposits

Invoices will be generated at the completion of your event. Invoices are due and payable net 30 days. A late charge of 1.5% per month will be assessed on all unpaid invoices. Sales/use tax will be added to the total billing

We ask that full payment of the balance due be made at the completion of your event unless credit has been established with our accounting office prior to your event. Direct-billed amounts are to be paid in full within thirty (30) days upon receipt of invoice. Final charges may be applied to the following credit cards: MasterCard, Visa, Discover, and American Express. Invoice terms are net 30 days. Any unpaid balance is subject to a finance charge.

Cook-DeVos Center for Health Sciences

Phone: 616-331-5807 Fax: 616-331-5819

Email: chsevents@gvsu.edu

Web – www.gvsu.edu/meetatgvsu

DEVOS CENTER ROOM RENTAL POLICY

PC 6.23

Date of Last Update:

July 31, 2008

Approved By:

- President's Cabinet

Responsible Office:

Conference Planning & Hospitality Services

POLICY STATEMENT

The DeVos facilities are reserved in the order in which requests are received, with consideration being given to the size of the group, type of set up needed, and space available. Meeting & Event Planning Services reserves the right to assign, and if necessary re-assign facilities to assure the maximum and most appropriate utilization of space.

PROCEDURES

A \$50.00 set-up charge applies to any reservation requiring a change in existing set up.

An internal group's charges must be billed to an internal FOAP number

Function Requirements

All meeting requirements, food and beverage requests, and audiovisual details should be confirmed no later than ten (10) days prior to the function date.

Room space may be tentatively reserved if there is a need to finalize speaker arrangements, etc. before confirming your reservation. This tentative "hold" will be set for a time period determined by our planning coordinator. The client will be advised as to the time period and its expiration date. At that expiration date, the tentative "hold" will be automatically removed if the client has not called to confirm otherwise. There is no financial commitment required for tentative reservations.

In the event that you may require extraordinary audiovisual or room set-up, the Meeting and Event Planning Office must be informed. We will make every effort to accommodate your needs. Only vendors contracted through the DeVos Center will be allowed on premise.

Parking

Grand Valley State University is pleased to offer conference guests free parking in our designated University parking lots. Details regarding access to our complimentary parking will be discussed in the planning of your event. [Parking maps and directions are available on our web site.](#)

Guarantee Policy

In order for our caterer and staff to be fully prepared for your event we require a minimum number of guaranteed guests ten (10) working days prior to your event. This number cannot be reduced. The Final Count must be given three (3) business days prior to your event. We will charge for the number served, or the number guaranteed, and if no final number is given, service will be prepared based on the number given at the time of the booking.

Food & Beverage Contractual Agreement

By contractual agreement between GVSU and select caterers, all requests for food and beverage service will be handled through The Meeting & Event Planning Office at 331-6624. Meeting & Event Planning will coordinate your needs with the preferred caterer. No food or beverages of any kind may be brought on campus. Food Service prepares the quantities of food and beverage based on the guaranteed number of guests, in ample amounts to insure that all guests at the event enjoy an attractive selection of food. Leftover food and beverage may not be taken from the event due to health department licensing and liability.

Room Cancellation Policy

By signing the contract, you agree to pay a cancellation fee equivalent to the full contracted room rate for the loss of business if your event is cancelled within thirty (30) days of the planned function, as well as any additional costs already incurred.

Notice of cancellation between thirty-one (31) and ninety (90) days of planned function, all deposit monies are non-refundable.

Notice of cancellation from ninety-one (91) days out, client has the option of changing the date (must be done on day of cancellation) and transferring the deposit to the new date. Otherwise, client will be refunded all monies, with the exception of a \$50 administrative fee per room reserved.

Space reduction/Event date change: are considered cancellation of space, and will be treated in the same manner.

Should cancellation of your event become necessary less than 10 working days prior to the event,

you will be responsible for 50% of the food and beverage costs. Cancellations received less than two (2) working days from the event are responsible for 100% of the contracted food and beverage charges.

EBERHARD CENTER EVENT POLICY

PC 6.24

Date of Last Update:

July 31, 2008

Approved By:

- President's Cabinet

Responsible Office:

Conference Planning & Hospitality Services

POLICY STATEMENT

The team of meeting professionals at the Eberhard Center has determined the following guidelines to assure smooth coordination of every aspect of your event.

PROCEDURES

Function Requirements

All meeting requirements, food and beverage requests, and audiovisual details should be confirmed no later than ten (10) days prior to the function date.

The Eberhard Center hours are 8:00 am - 11:00 pm Monday through Thursday, 8:00 am - 5:00 pm Friday, and 8:00 am - 1:00 pm Saturday. Any events scheduled outside of these times will be subject to an additional extended hours surcharge.

Room space may be tentatively reserved if there is a need to finalize speaker arrangements, etc. before confirming your reservation. This "tentative hold" will be set for a time period determined by our planning coordinator. The client will be advised as to the time period and its expiration date. At the expiration date, the tentative hold will be automatically removed if the client has not called to confirm otherwise. There is no financial commitment for tentative reservations.

Room rent is based on the size of the space required for the event. This cost will be figured in four (4) hour increments of time. If more time is needed, additional costs may be incurred. (Any

event booking from 8:00 am - 5:00 pm will be charged for only eight (8) hours in consideration of traditional business and meeting hours.)

We assign function space according to the anticipated number of guests. If the number of guests increases or decreases, it may be necessary for us to reassign the space accordingly. An increase will be accommodated if space is available, and will result in additional rental fees.

The Conference Services Department is solely responsible for the shape and environment of the Eberhard Center. In the event that you may require extraordinary audiovisual or room set-up, the Conference Services Department must be informed. We will make every effort to accommodate your needs. Only vendors contracted through the Eberhard Center will be allowed on premise.

Loading dock facilities are available for the transport of all conference materials. Materials and equipment for your event may be shipped directly to the Eberhard Center. Prior arrangements must be made through the Conference Services Department for access. The Eberhard Center is not responsible for damage to or loss of any materials or equipment displayed or stored in the building. Items will be given the same care and protection as given to GVSU property.

Guidelines for shipment of materials:

- 1) All shipments must be granted prior approval.
- 2) Shipments will be accepted within 48 hours of event time, and not outside of this time frame.
- 3) All shipments must arrive at the Conference Services Department Monday through Friday, between the hours of 8:00 am and 4:00 pm. Grand Valley State University is pleased to offer conference guests complimentary parking in our designated University parking lot. Details regarding access to our complimentary parking will be discussed in the planning of your event. Parking maps and directions are available.

Catering Guarantee Policy

In order for our caterer and staff to be fully prepared for your event we require a minimum number of guaranteed guests ten (10) working days prior to your event. This number cannot be reduced. The "final count" must be given three (3) business days prior to your event. Increases made after this deadline will be accommodated, if possible, and are subject to a 25% late fee based on the number increased. We will charge for the number served, or the number guaranteed, whichever is greater. Food service is prepared based on this guarantee, and if no final number is given, service will be prepared based on the number given at the time of booking.

Cancellation Policy

By signing the contract, you agree to pay a cancellation fee equivalent to the full contracted room

rate for the loss of business if your event is cancelled within thirty (30) days of the planned function, as well as any additional costs already incurred.

Notice of cancellation between thirty-one (31) and ninety (90) days of planned function, all deposit monies are non-refundable.

Notice of cancellation from ninety-one (91) days out, client has the option of changing the date (must be done on day of cancellation) and transferring the deposit to the new date. Otherwise, client will be refunded all monies, with the exception of a \$50 administrative fee per room reserved.

Space reduction/event date change: are considered cancellation of space, and will be treated in the same manner.

Should cancellation of your event become necessary less than 10 working days prior to the event, you will be responsible for 50% of the food and beverage costs. Cancellations received less than two (2) working days from the event are responsible for 100% of the contracted food and beverage charges.

Pricing

All room rental, audiovisual, food and beverage are subject to the customary six (6%) percent Michigan State Sales Tax. A service charge of (18%) eighteen percent is applied to all food and beverage service. There is a minimum \$50.00 charge for all conference center caterings. Published food and beverage rates are subject to change without notice.

Conference Room Liability

In the unlikely event that damages to the Eberhard Center should occur as a result of your function, liability for damages to the premises will be charged to the representative making the arrangements, based on actual repair or replacement cost.

The Eberhard Center cannot assume responsibility for the damage to, or loss of, any merchandise or articles left prior to, during, or following an event.

The affixing of anything to walls, floor, ceiling, or plants is strictly prohibited. Glitter and/or confetti are not to be used inside or outside the building. Candles must be contained in a lamp or isolated source. The Conference Services Department will assist you with hanging banners, decorations, displays, and promotional material.

Billing and Deposits

A Security deposit will be required upon confirmation of your reservation. The security deposit is based on room rent and will be credited at the conclusion of your event. Invoices will be

generated at the completion of your event. Invoices are due and payable net 30 days. A late charge of 1.5% per month will be assessed on all unpaid invoices. Sales/use tax will be added to the total billing.

We ask that full payment of the balance due be made at the completion of your event unless credit has been established with our accounting office prior to your event. Direct-billed amounts are to be paid in full within thirty (30) days upon receipt of invoice. Final charges may be applied to the following credit cards: MasterCard, Visa, American Express, and Discover. Invoice terms are net 30 days. Any unpaid balance is subject to a finance charge.

LAKE MICHIGAN CENTER EVENT POLICY

PC 6.25

Date of Last Update:

July 31, 2008

Approved By:

- President's Cabinet

Responsible Office:

Conference Planning & Hospitality Services

POLICY STATEMENT

The Lake Michigan Center (LMC), home of the Annis Water Resource Institute (AWRI) is available for room reservation and event hosting. However, AWRI reserves the right to deny room usage to any organization or for any purpose that does not meet the following qualifications: Grand Valley State University events, Annis Water Resources Institute donors, or organizations or events related to the mission of the Annis Water Resources Institute. The following guidelines have been established to aid in the success of your event.

PROCEDURES

Function Requirements

All reservations at the LMC are on a first come, first served basis. Block scheduling is not allowed.

Any events scheduled for the purpose of fund raising are prohibited.

All meeting requirements and audiovisual details must be confirmed no later than five business

days prior to the function date. Failure to do so can result in the cancellation of the event.

LMC hours are 8:00 am - 5:00 pm Monday through Friday. Any events scheduled outside of these hours will be subject to an extended hour's surcharge. A \$50 set up fee charge applies to any reservation requiring a change in the existing room set-up.

The affixing of anything to walls, floor, ceilings, or plants is strictly prohibited. Glitter and confetti are also prohibited. Candles must be contained in a lamp or isolated source.

Materials and equipment for your event may be shipped directly to the LMC, by prior arrangement only. The LMC does not assume any responsibility for damage or loss to materials and equipment displayed or stored in the building. Shipments will be accepted within 48 hours of event time, and are accepted between the hours of 8:00 am and 4:00 pm, Monday through Friday.

The LMC is pleased to offer conference guests complimentary parking in our designated parking lots. Details regarding access to our complimentary parking will be discussed in the planning of your event.

Cancellation Policy

By signing the contract, you agree to pay a cancellation fee equivalent to the full contracted room rate for the loss of business if your event is cancelled within ten business days of the planned function, as well as any additional costs already incurred.

Liability

In the unlikely event that damages to the room should occur as a result of your function, liability for damages to the premises will be charged to the representative making the arrangements, based on actual repair or replacement cost. The LMC cannot assume responsibility for the damage to, or loss of, any merchandise or articles left prior to, during, or following an event.

Fees, Billing and Deposits

Room rental is figured in four-hour increments, at a cost of \$100 per four-hour block. Any event booking from 8:00am - 5:00pm will be charged for only eight hours. A security deposit equal to room rental is required, and will be credited at the conclusion of your event.

WINTER HALL MEETING ROOM POLICY

PC 6.26

Date of Last Update:

July 31, 2008

Approved By:

- President's Cabinet

Responsible Office:

Conference Planning & Hospitality Services

POLICY STATEMENT

Winter Hall has meeting space available for reservation with consideration given in the order requests are received. Conference and Event Planning Services reserves the right to assign, and if necessary re-assign, facilities to ensure the most appropriate utilization of space. The following policy has been developed in order to ensure proper planning for your event or meeting.

PROCEDURES

In the event that a function is to be cancelled, the reserved space must be released by calling the Conference and Event Planning Office at 331-6624. If a group fails to do this twice in one semester they will be denied further space on the Pew Campus.

The organization or department sponsoring the meeting/event is responsible for the actions of all guests & participants. They must insure that all applicable University regulations are observed.

Any organization or department that shows disregard for University facilities and equipment may be charged additional fees and be denied further use of Pew Campus space.

If existing furniture is moved around in the room, it is the responsibility of the group to make sure the tables and chairs are put back to the original set. If this is not done there is a \$50.00 fee for reset of the room.

If the group using the space brings in food or beverage it is their responsibility to leave the room the way it was found. Cleaning supplies can be found at the front desk for sign out. If the room is not left the way it was found the organization or department will be charged a cleaning fee.

WEAPONS POLICY

PC 6.27

Date of Last Update:

May 22, 2017

Approved By:

- President's Cabinet

Responsible Office:

Public Safety

POLICY STATEMENT

The University is committed to maintaining a safe environment in which students, faculty, staff, and visitors are free to learn, live, work and visit the University campus or a facility without fear of violence. To carry out this mission, the University prohibits the use or possession of firearms, weapons, electrical devices, and explosives on its property, except as provided in this policy.

A person shall not possess any firearm or weapon anywhere upon property governed by the University, except University Police Officers and other legally established law enforcement officers acting in the course of and scope of employment, and except for use in authorized University construction-related activities.

A “weapon” shall include but is not limited to:

1. any firearm,
2. any device from which an electrical current, impulse, wave, or beam may be directed that is designed to incapacitate temporarily, injure or kill,
3. any other instrument or device of any kind that operates based on spring, gas or air, contains explosive materials, or
4. any instrument or device, such as a knife, that has a sharp blade greater than three inches.

A person shall not use any firearm, gun, weapon, chemical, biological, radioactive, or other dangerous substance or compound to injure, molest, or coerce another, anywhere upon property governed by the University, except for a self-defense spray or foam for protection of a person or property under the circumstances that would justify the person’s use of physical force.

Additionally, a person shall not use or possess fireworks (unless approved in advance by a Vice President for use at a University event), explosives, toxic or dangerous chemicals; other lethal weapons, equipment, chemicals or materials are prohibited anywhere upon property governed by the University.

Questions about weapons should be directed to the [University Department of Public Safety](#).

PARKING ORDINANCE

PC 6.28

Date of Last Update:

December 18, 2018

Approved By:

- President's Cabinet

Responsible Office:

Public Safety

PROCEDURES**Section 1: Definitions**

1. Campus: Unless otherwise noted in this Ordinance, Campus shall mean property owned or controlled by Grand Valley State University (GVSU) on the Allendale Campus and Grand Rapids Campuses (Robert C. Pew Grand Rapids Campus and Health Campus), and includes the Standale Plaza in the City of Walker.
2. Department of Public Safety: Department of Public Safety shall mean the Grand Valley State University Department of Public Safety which is comprised of Police, Security, Emergency Management, and Parking Services. The Department of Public Safety is responsible for all GVSU properties.
3. Hours of Compliance: Parking is enforced 24/7.
4. Overnight Parking: Overnight parking on campus is considered as between the hours of 3:00 a.m. - 6:00 a.m. and is enforced 24/7, year-round (see Section 2.10).
5. Color-Coded Parking: All parking areas on campus are color-coded. The color of a permit authorizes parking in specific areas and is defined under each permit classification.

Section 2: Parking on Campus**2.1 : Vehicles on Campus**

2.1.1: State Requirements: All vehicles parked on campus must be properly registered and display current registration credentials as prescribed by the state within which they are registered, and be legally operable under the laws set forth by Michigan Legislation.

2.1.1.1: Disabled Vehicle: A vehicle that is not legally operable under Michigan law is deemed a

disabled vehicle. A disabled vehicle must be reported to Parking Services (during business hours) or Police (after hours). The disabled vehicle must be removed from the campus within 24 hours or is subject to citation.

2.1.2: If an area is not posted for parking, parking is prohibited. Parking in coned spaces, in closed parking lots, and at bagged meters is prohibited unless permitted by the Department of Public Safety.

2.1.3: Vehicles occupying or obstructing more than one space are subject to a citation.

2.1.4: By parking on campus, the operator has agreed to abide by the rules and regulations of the Parking Ordinance and is subject to citation and other penalties as outlined in Section 3.

2.2 : Parking Options

2.2.1: Permit Parking: Parking permits are required in the Allendale Campus and Grand Rapids Campuses parking lots and areas with the exception of paid parking meter spaces or pay station lots. Permits are required Monday-Thursday 3:00am – 6:30pm and Friday 3:00am – 5:00pm unless otherwise noted. Parking permits are not required at the Standale Plaza in the City of Walker, Meijer Campus in Holland, Muskegon locations, or the Traverse City Regional Center. There is no University parking lot at the Detroit Center. Campus maps are published at www.gvsu.edu/maps. (See Section 2.3 for detailed permit information.)

2.2.2: Pay-to-Park: Pay-to-Park areas offer short-term parking and require payment. Permits are not valid in Pay-to-Park areas unless specifically designated. Over-payments will not be refunded. **Pay-to-Park areas include metered spaces and pay station lots.**

Meters: Spaces with jammed, broken, failed, or otherwise malfunctioning meters are considered to be no parking zones and should be reported to the Department of Public Safety. Meters accept U.S. coins (quarters, nickels, and dimes only) and ParkMobile (a third-party mobile app) as payment. Housing meters located in residential lots/areas require payment 24/7. Payment at a meter is not required if a valid ADA permit and a valid GVSU cling or temporary are displayed in the vehicle.

Pay Stations: Pay Stations accept coin, bills, credit card, and ParkMobile payments. Pay Station lots require payment Monday through Saturday, 7:00 am-8:00 pm. Payment is required to park in Pay Station lots including those motorcycles and vehicles displaying ADA permits.

2.3: Parking Permit Types

2.3.1: Cling Permits:

2.3.1.1:A current permit must be displayed in the lower corner of the windshield, to the left of the steering wheel from the driver's seat. Cling permits must be completely affixed to the windshield in full display with barcode visible. All expired permits must be removed from the windshield.

2.3.1.2:The permit is the property of GVSU. Permits may not be sold, altered, copied, or modified in any way.

2.3.1.3: Students who choose to purchase a permit are charged per semester (fall and winter semesters). The cost of the permit is charged directly to the student's account. Permits that have not been paid for will be deactivated. The parking permit must be returned to Parking Services to be eligible for a refund. Refund amounts follow the tuition schedule. Students or faculty/staff who are no longer enrolled or employed by the University are not eligible to use the parking permit and must return it to Parking Services.

2.3.1.4:Parking permits are issued for the exclusive use of the person applying for the permit. A G# is authorized one cling permit only. If more than one permit is received, contact Parking Services immediately for its return.

2.3.1.5:Lost or stolen permits must be reported to Parking Services immediately. A claim of a stolen permit must include a police report from the appropriate jurisdiction.

2.3.2: *Temporary Permits:* Twenty daily permits are available per semester to GVSU students at the cost of \$6.00 per day. Faculty/Staff and day visitors who need a temporary permit may obtain one from Parking Services at no cost. Those choosing to park on campus without a permit must park and pay at a metered space or in a Pay Station lot.

2.3.2.1:In the event a paperless permit is unavailable, a temporary parking permit must be displayed with the effective date(s) in full view on the dashboard to the left of the steering wheel from the driver's seat.

2.4 : *Student Parking Classification*

2.4.1: *Student Commuter.* Students who do not reside in University housing facilities are considered commuter students.

2.4.1.1: *Student Commuter.* Student Commuter permits are valid in Student Commuter parking lots marked by a red "S" on signs throughout campus.

2.4.1.2: *Lot J:* Lot J permits are offered as a reduced-rate, remote-parking option for commuter students. There is a Lot J on the Allendale Campus and a Lot J on the Pew Campus. This permit is valid on either campus on a first-come, first-serve basis for Lot J ONLY. A Student Commuter

permit must be purchased to park in other lots.

2.4.2: Student Resident: Students who reside in University housing are considered residents. There are three types of Student Residents:

2.4.2.1: Allendale Resident: Students who live on the Allendale Campus in University Housing are considered Allendale residents. Allendale Resident parking lots are marked by a yellow “R” throughout the Allendale Campus and a red “S” on the Pew Campus.

2.4.2.2: Pew Resident: Students who live on the Pew Campus in University housing are considered Pew residents. Pew Resident parking lots are marked by a brown “P” on the Pew campus and a red “S” on the Allendale Campus. **Pew Resident parking lots and areas on the Pew Campus require a permit year-round.**

2.4.2.3: Calder Resident: Students who live on the Allendale Campus in the Calder Residence are considered Calder Residents. Calder Resident parking includes signed Calder Residents Only spaces, as well as lots marked by a yellow "R" on the Allendale Campus and a red "S" on the Pew Campus.

2.5 : Faculty and Staff Parking Classification : *Unless otherwise specified*, this permit is only valid in lots and spaces designated by a blue “F” and/or a red “S”, with the exception of Winter Lot on the Pew Campus, and is not valid in pay-to-park lots or spaces.

2.5.1: Active Appointments: Active GVSU faculty/staff are issued parking permits. Parking permits are only valid for adjunct faculty/staff if they have an active appointment and are either working or teaching during that semester.

2.5.1.1: Faculty/Staff Reserved: Faculty/Staff who qualify for a reserved parking permit are afforded additional parking on campuses as marked by “Reserved” signs.

2.5.2: Lot L/Administration Reserved: This permit is valid in Lot L on the Allendale Campus, and is not exempt from payment in pay-to-park lots or spaces.

2.5.3: GVRP: Faculty and staff who have retired from GVSU are eligible for this permit and may park in the most convenient Faculty/Staff or Student Commuter space available.

2.6 : Special Parking Classifications : Signed designated spaces require an appropriate permit and are enforced 24/7.

2.6.1: Service Vehicles: The Service Vehicle permit is intended for use by persons or companies providing one of the following services: installation, repair, or improvement of University-owned structures and infrastructures (exterior and interior). Service Vehicle permits are not intended for

loading or unloading. This permit is valid in Service Vehicle spaces, faculty/staff and student parking lots and areas, and at metered spaces without payment.

2.6.2: *Tenants:* Tenants with lease agreements for spaces in University buildings may be eligible for a tenant permit. This permit offers the same privileges as a faculty/staff permit *except on the Health Campus.*

2.6.3: *Vendors:* Employees of vendor companies that provide services to GVSU on a regular basis may qualify for a permit. A request must be made to Parking Services by a GVSU department head on behalf of the vendor company.

2.6.4: *Alternative Fuel/Carpool/Hybrid Spaces:* *Alternative Fuel/Carpool/Hybrid* spaces, excluding metered spaces, require a special parking permit designation. Contact Parking Services for additional information regarding this permit designation.

2.6.5: *Electric Vehicle Charging Spaces:* Spaces are provided throughout campus for actively-charging electric vehicles only. Spaces are limited, so a parking and/or charging opportunity is not guaranteed. A valid GVSU permit is required.

2.6.5.1: Electric vehicle charging stations located in the Front Lot on the Pew Campus are for Consumers Energy staff and visitors only.

2.6.6: *Small Car Only Spaces:* Use of small car spaces marked with hashed end lines requires compliance 24/7. Vehicles parking in these spaces must be contained within all sides of the space and not overhang any line.

2.6.7: *Loading Zones:* Loading zones are enforced 24/7. They are provided to accommodate active loading and unloading only unless otherwise signed. All loading and unloading must be done in designated loading docks or from regular parking spaces. Parking on curbs, sidewalks, in fire lanes, or in any other place not designated for parking is strictly prohibited, except under the direction of the Department of Public Safety.

2.6.8: Other designated spaces requiring a special permit include, but are not limited to: Biology Department, Communications Department, Disability Support Resources, Food Service, Information Technology, Reserved, and University Bookstore.

2.7 : *Visitor Parking*

2.7.1: *Daytime Visitors:* Visitors may choose to obtain a parking permit directly from Parking Services office at no cost; from the faculty/staff member he/she is visiting; or utilize pay-to-park areas.

2.7.2: Overnight Visitors: Visitors staying on campus overnight (see Section 2.10) must obtain a parking permit in person from Parking Services on the respective campus (Allendale Campus or Pew Campus). Overnight visitors are limited to twenty overnight permits per year excluding weekends.

2.7.3: Fieldhouse/Recreation Center: Alumni and outside members can obtain a Fieldhouse parking permit by providing their current Athletic and Recreation Facilities membership card and driver's license to Parking Services in Allendale. *These parking* permits will be valid for the duration of the membership and will need to be renewed along with the membership. The use of this permit is for non-academic recreational facilities use only. It may not be used for any other purpose, including events or academic classes.

2.7.4: Campus Recreation Classes: Long-term parking permits are not available to members of the community taking classes at Athletic and Recreation Facilities.

2.7.5: Buses: Buses bringing groups and/or athletes to campus must park in designated lots. Refer to www.gvsu.edu/parking for lots currently designated for this purpose. Bus parking rules on campus are enforced year-round. Time allowed for picking up and dropping off is limited to 15 minutes and is strictly prohibited in pay-to-park locations.

2.8 : ADA-Compliant Parking : ADA-compliant parking requires an ADA placard or plate designation and is enforced 24/7. A valid GVSU permit must accompany the ADA placard or plate designation during permit enforcement hours. If ADA-compliant parking spaces are not available, the ADA permit holder may park in a Faculty/Staff or Student space or at a meter without payment. Parking in other spaces is prohibited. Parking in ADA-compliant spaces in pay station lots is limited to two hours and requires payment.

2.8.1: University-Issued ADA Permits: Mobility impaired persons shall be issued, without charge, a temporary permit for a period not to exceed three days. ADA Permits must be accompanied by a valid GVSU Faculty/Staff or Student permit. Persons requiring accommodations for a period of 4-30 days will be directed to Disability Support Resources for assistance. Individuals needing ADA-compliant parking privileges beyond thirty days must obtain a permit from the Michigan Secretary of State. If temporary ADA compliant parking accommodations are needed, contact Disability Resource Services or Parking Services.

2.8.2: Illegal Use of an ADA Parking Placard or License Plate: Under Michigan law, it is illegal: 1) to use an ADA placard or license plate when the ADA permit holder is not being transported; 2) to use an ADA placard or license plate when the placard or plate is altered; 3) to lend/use a

placard/plate from another person; and 4) to use a copy of a placard/plate. Illegally used ADA designations are subject to confiscation by the Department of Public Safety and are returned to the Secretary of State with an explanation of the misuse. Fraudulent use of an ADA parking placard or plate is punishable by up to 30 days in jail and/or up to a \$500 fine.

2.9 : Motorcycle/Moped Parking : This section is applicable to all two-wheeled motorized vehicles. Motorcycles and mopeds parking on campus do not require a parking permit. Overnight parking is only allowed in designated motorcycle parking areas in residential lots. Parking in any blue hashed area is strictly prohibited.

2.9.1: Allendale Campus: Motorcycles and mopeds must be parked in the yellow hashed area at the end of parking rows in faculty/staff and student parking areas, unless otherwise signed (i.e. Commons Area is prohibited).

2.9.2: Pew Campus: Motorcycles and mopeds must be parked in designated motorcycle parking areas designated by signage in the Eberhard Center loading dock, DeVos Lot, Seward Parking Ramp, and Watson Lot. Parking in yellow hashed areas of the Seward Parking Ramp is permitted. Residents may park in the yellow hash marks at the end of parking rows in the Secchia Lot only. Parking in all other areas is restricted.

2.9.3: Health Campus: Motorcycles and mopeds must be parked in designated signed motorcycle parking areas only. All other areas are restricted.

2.9.4 : Pay-to-Park: Payment is required for motorcycle parking in pay-to-park spaces.

2.10: Overnight Parking: Overnight parking on campus is considered as between the hours of 3:00 am - 6:00 am. Overnight parking is permitted in Resident lots only. Overnight parking is prohibited in faculty/staff, student commuter, and pay-to-park areas.

2.10.1: Overnight Employees: Information about specific parking locations designated for GVSU employees whose duties require overnight parking is available at www.gvsu.edu/parking.

2.11 : Trailers : GVSU does not provide accommodations for parking of vehicles pulling trailers during the academic year except for those attached to contractor and service vehicles operated by individuals actively working on campus. Trailers must not be left unattended without the permission of the Department of Public Safety.

2.12: Oversized and Recreation Vehicles: Vehicles larger than one standard parking space must park in designated lots. Refer to www.gvsu.edu/parking for current designated lots. Oversized vehicle parking is enforced year-round and is strictly prohibited in pay-to-park locations on both

campuses. Overnight parking of recreation vehicles on campus is prohibited.

2.13 : Bicycles : Bicycles must be stored in the provided bicycle racks. Bicycles improperly stored and locked will be removed at the owner's expense. Bicycles are not allowed inside buildings. Free bicycle registration is available at <http://www.gvsu.edu/dps>.

2.14 : Vehicles Prohibited : The following vehicles are not permitted on campus unless permission is obtained from the Director of Public Safety:

- Snowmobiles
- Off-road motorcycles
- All-terrain vehicles
- Recreational vehicles parked overnight
- Non-traditional vehicles (i.e. golf carts, dune buggies, go-carts, etc.)

2.15 : Sidewalk & Landscape Restriction : Sidewalks and walkways are restricted to pedestrian, bicycle, and motorized wheelchair use only. It is illegal to drive or park a moped, motorcycle or other motor vehicle on a sidewalk or walkway without permission from the Department of Public Safety. Travel in landscaped areas is restricted to pedestrian traffic only.

2.16 : University's Rights & Responsibility

2.16.1: GVSU reserves the right to close, restrict parking and/or driving to, or otherwise make unavailable any and all campus roads and parking areas at any time to any vehicle, whether properly permitted or not.

2.16.2: The University also reserves the right to remove, at the owner's expense, any abandoned, unlawfully parked, or inoperable vehicle on campus.

2.16.3: The University assumes no responsibility for loss or damage to vehicles driven or parked on campus, or for the contents thereof.

Section 3: Parking Fine, Appeals and Penalties

3.1 : Parking Fines

3.1.1 : Payment Options:

3.1.1.1: Online – On the Parking Services website via credit card.

3.1.1.2: Payment Box – At the payment drop box located in front of Parking Services in Allendale via cash or check.

3.1.1.3: Telephone – Over the phone at (616)331-7275 via credit card.

3.1.1.4: In Person – Over the counter at Parking Services in Allendale or at a Student Assistance Center on either campus via credit card, cash, or check.

3.1.1.5: Mail – Through postal mail via check.

A fee will be imposed for any returned checks. Coins will be accepted in-person only if rolled. If paying by cash, it is recommended that payment be made in person in order to obtain a receipt.

3.1.2: *Returned Checks:* A fee will be imposed for any returned checks.

3.1.3: *Cash Payments:* Coins will be accepted in-person only if rolled. If paying by cash, it is recommended that payment be made in person in order to obtain a receipt.

3.1.4: *Transfer of Fines:* After forty days, fines will be transferred to the student's account. Non-student fines will be referred to collections. Outstanding fines may also be sent to the appropriate District Court for collection. Failure to respond to a citation after it has been sent to court may result in the suspension of the registered owner's driver's license.

3.1.5: *Excessive Citations:* The accumulation of six or more citations within a forty-day period by a single person or vehicle will be deemed excessive. Any person or vehicle accumulating excessive citations is considered a nuisance, and the vehicle is subject to impoundment, immobilization, and/or District Court action.

3.2: ***Appeals*** : Appeals must be submitted within seven business days of the date the citation is written.

3.2.1: *Appeal Options:*

3.2.1.1 Appeals may be submitted online via the Parking Services website. Faculty/Staff and students may submit appeals online or exercise the option to appeal in person.

3.2.1.2 In-person appeals are heard at a Department of Public Safety office. In-person appeals must be submitted on the campus where the citation was received. Judiciary Officers are available weekly at scheduled times for in-person appeals, and are first-come first-serve. The appeal schedule is published at <http://www.gvsu.edu/parking>.

3.2.1.3 Handwritten appeals may be filed in person at a Department of Public Safety office by visitors and vendors of the University only, or under extenuating circumstances.

3.2.1.4 Phone calls will not be accepted.

3.2.2: *Judiciary Decision:* The Parking Judiciary's decision and any penalty imposed shall be sent to the e-mail or mailing address submitted with the appeal. The decision of the Parking Judicial

Officer is the final step within the University Parking Judiciary system.

3.3 : Penalties

3.3.1: Violations: All violations of provisions of the Parking Ordinance constitute civil infractions. Certain more serious violations are misdemeanors punishable by a fine of not more than \$100 for each violation. Any person who is found to have committed a civil infraction under this Ordinance may be ordered to pay a civil fine and costs in accordance with Public Act 510 of 1978, as amended. Violations of the Uniform Traffic Code shall be under the jurisdiction of the 58th and/or 61st District Court.

3.3.2: Misappropriated and Counterfeit Permit Use: Unauthorized or improper use of any permit, and/or forging, copying, or altering a permit may result in confiscation, criminal charges and/or University sanctions. Permits remain the property of GVSU even after purchase. Fraudulently obtaining goods or services is a crime punishable by up to one year in jail and a fine up to \$2,000.

3.3.3: Revocation of Parking Privileges: GVSU reserves the right to restrict the parking and/or driving of any vehicle by any individual at any time.

3.3.4: Impoundment and Immobilization: Vehicles parked in violation of these regulations or any local, state, or federal ordinances, laws or statutes are subject to impoundment or immobilization by Grand Valley State University at the vehicle owner's expense. Impounded vehicles will be towed by a wrecker service. The cost of impoundment will constitute a lien against the vehicle, with the owner being liable for costs of towing and storage or release from immobilization devices.

3.3.4.1: Violations subjecting a vehicle to immediate impoundment include:

1. Interfering with or impeding:
 - a. The flow of vehicular or pedestrian traffic;
 - b. The use of facilities, buildings, loading docks, or dumpsters;
 - c. The services of emergency personnel, the operation of emergency vehicles, or an evacuation in the event of a possible emergency;
2. Parking on any surface or in any area not designated for the legal operation or parking of a vehicle;
3. Parking in or blocking the use of an ADA reserved space without displayed authorization;
4. Displaying a counterfeit, altered, stolen, transferred, deactivated, or otherwise misappropriated permit;
5. Vehicles parked in violation of any section of the Parking Ordinance.

3.3.5 : Violations – Contact Not Required : If a driving or parking infraction is observed by Department of Public Safety staff and immediate contact is not possible or may jeopardize the safety of the officer or others, a citation may be issued to the registered owner of the vehicle

without contact at the time of the violation.

3.3.6: Owner Responsibility : Citations and fines will be assigned to the registrant of any valid permit displayed on the vehicle. If a permit is not displayed, the registered owner of the vehicle will be held responsible.

CRISIS COMMUNICATION PLAN

PC 7.1

Date of Last Update:

September 15, 2014

Approved By:

- President's Cabinet

Responsible Office:

University Communications

POLICY SCOPE

The audience for this plan includes all students, faculty, staff, alumni, parents, trustees, the Grand Valley Foundation, and the general public.

POLICY STATEMENT

The purpose of this communication plan is to set guidelines to be followed for sharing information with executive officers, faculty, staff and students, as well as the general public. This includes both emergency and non-emergency communications. The plan is coordinated with the Comprehensive Emergency Management Plan (CEMP) administered by the Emergency Coordinator.

Executive Summary

- The Vice President for University Relations shall serve as the crisis communication director along with another cabinet member. In a physical emergency, that second executive officer will be the Vice President for Finance and Administration. In a public relations issue, the second executive officer will be determined by the issue.
- The Associate Vice President for University Communications, Chief of Police, Dean of Students, Vice President for Enrollment Development, and the Associate Vice President for

Facilities shall be the crisis communication coordinators.

- Whenever a situation affecting the campus reaches proportions that cannot be handled by routine measures, the crisis communication coordinators shall notify the Vice President for University Relations.
- The crisis communication director communicates with the other executive officers and Board of Trustees.
- Each university administrator, upon being notified, is to provide applicable information to those persons under his/her direction as per the crisis notification system.
- Main and field crisis communication posts shall be established as required by the situation and shall be equipped with communications systems required to utilize resources.

Following the crisis, the crisis communication coordinators will gather all appropriate individuals for debriefing and review. Appropriate action will be determined.

PROCEDURES

TYPES OF COMMUNICATION

Emergency Notification:

An emergency is defined as a serious, unexpected, and often dangerous situation requiring immediate action. A university emergency is generally defined as any incident or event causing or potentially causing serious injury to persons, extensive property damage, loss of life, or disruption of university operations.

NOTE: The Comprehensive Emergency Management Plan can be found at

<http://gvsu.edu/s/0pC>

If an **Emergency Notification** should be sent, GVPD or Pew Campus Security will write the initial notification message and send it using Grand Valley's emergency notification system (RAVE). The crisis communication director, and the crisis communication coordinators will determine who else needs to be notified and the appropriate action and follow-up messages as it relates to each campus.

The Vice President for University Relations and the Associate Vice President for University Communications, or their designees, will write any subsequent message(s). A designated representative from University Communications will be responsible for distributing the alert using RAVE. University Communications will post messages on the university home page, GVNow and/or use the university's social media outlets.

NOTE: Evacuation of Buildings procedures should follow instructions found in the Annual Security and Fire Safety Report (www.gvsu.edu/gvpd/securityreport).

If a **Timely Warning** should be considered, GVPD or Pew Security will notify the crisis communication director and/or crisis communication coordinator(s). A Timely Warning is required if GVPD or Pew Security receives a report that a Clery crime has been committed on GVSU Clery geography and considers there to be a serious or continuing threat to students and employees. The content of a Timely Warning needs to include information that would promote safety and aid in the prevention of similar crimes and information about the crime that triggered the Timely Warning. The Vice President for University Relations and the Associate Vice President for University Communications, or their designees, will write the message(s). A designated representative from University Communications will be responsible for distributing the alert using RAVE. University Communications will post messages on the university home page, GVNow and the university's social media outlets.

SAFETY NOTICE FOR OFF-CAMPUS INCIDENTS

Grand Valley may elect to issue a safety notice to members of the University when it is determined there is a reoccurring series of criminal activity, a disruption to operations, or when the Department of Public Safety determines that there may be a serious continuing or ongoing threat to the health or safety of off-campus students. When deemed necessary, the Department of Public Safety will notify the Vice President for University Relations or Associate Vice President for University Communications for dissemination.

PUBLIC WEATHER INFORMATION

If the weather poses an immediate threat to the campus community the Comprehensive Emergency Management Plan (CEMP) will be followed and communications made accordingly. When there is inclement weather that requires cancellation or closure, the GVSU Cancellation/Closure Policy shall be followed.

REPORTING TO UNIVERSITY COMMUNICATIONS POTENTIAL REPUTATIONAL INCIDENTS OR CRISES

Whenever an event or issue appears to have potential for becoming a controversial news story the Grand Valley staff or faculty member aware of the circumstance should immediately notify the unit head who has responsibility in the situation.

The unit head should immediately communicate all available information to the appropriate appointing officer/dean and/or executive officer, and the Associate Vice President for University Communications. University Communications should be notified regardless of the availability of

the appointing officer/dean and/or executive officer.

DEFINITIONS

Crisis Communication Director:

The Vice President for University Relations or designee will be responsible for supervising communications being released during and surrounding a crisis.

Crisis Communication Coordinators:

The Associate Vice President for University Communications, Chief of Police, Dean of Students, Vice President for Enrollment Development, and the Associate Vice President for Facilities shall be the crisis communication coordinators. It is the responsibility of these individuals to communicate with one another about the nature of the incident and then share the information with the appropriate personnel.

IDENTITY STANDARDS POLICY

PC 7.2

Date of Last Update:

December 18, 2012

Approved By:

- President's Cabinet

Responsible Office:

Institutional Marketing

POLICY STATEMENT

To convey clear messages about Grand Valley, it's important that University messaging is consistent in look and tone. In addition, Grand Valley's logos are trademarked so it's very important that they are used correctly. Institutional Marketing has created a standards guide to assist with consistency.

PROCEDURES

The address for the website containing the standards guide and other helpful information is www.gvsu.edu/identity/. From this site, you can find logo dos and don'ts, download logos,

determine word usage, read about GVSU's marketing messages, and get help with publication, website, and advertising guidelines. Please contact 331-2525 for more information

MOTION PICTURE/VIDEO/FILM/DIGITAL IMAGING PRODUCTION ON THE CAMPUS

PC 7.3

Date of Last Update:

January 04, 2013

Approved By:

- President's Cabinet

Responsible Office:

University Communications

POLICY STATEMENT

GVSU understands the importance of the film industry to the local economy and the benefit it can provide to our students interested in a career in film and film production. However, film production on campus is permitted only if it does not interfere with normal University business and/or previously scheduled events. A Location Permit is required to film on campus. The Location Permit can be approved only when all of the appropriate procedures and requirements have been met. Use of any location can only be approved with the consent of the impacted University units or buildings and consideration of the impact on surrounding areas and activities. Scheduled University events, regardless of size, take precedence over film shoots in determining location availability.

PROCEDURES

Requests for Permits

Requestors for a Location Permit must complete the appropriate [application](#). This [application](#) and complete script (if applicable) shall be submitted to [University Communications](#). Upon receipt, the completed application and script will be forwarded to a core committee that will include a representation of affected units or buildings for review and project approval.

Fees & Costs

Location fees and operational costs will be charged and are based on a number of variables. The length of the shoot, locations involved, and types of GVSU services needed are all considered in determining the total operational costs. In certain limited instances fees and costs may be waived for uses such as public service announcements. Other forms of media may be subject to this fee and will be handled on a case-by-case basis.

Alterations to Premises

Production companies may not make any alterations to the University Premises (either temporary or permanent), including trimming, cutting or removing natural features such as trees and shrubs, without the express written approval of the University. Production companies will leave the University Premises and all property of any kind located therein in as good order and condition as they were immediately prior to production. Production companies will be responsible for paying for any expenses to restore the University's Premises to its original condition.

Code of Conduct

While filming on our campus production companies and their employees are guests of the University and should treat this location and campus community with respect and courtesy. The production company, cast, crew and all others associated with the project are expected to comply fully with University Policies. They will be expected to adhere to the [Filmmaker's Code of Professional Responsibility](#), which is Attachment A to the Guidelines and Procedures for this policy.

University Identification and Appropriate Use of Campus Images

No identification of GVSU as a location is permitted, except in rare instances and only when the specific use is submitted for prior approval University Communications. The request will only be approved when it is deemed to be in the University's best interests.

Identification includes but is not limited to trademarks, icons, recognizable University landmarks, and the use of merchandise containing trademarked images/logos (i.e. flags, apparel, posters, miscellaneous items containing logo, etc.). Identification also includes verbal references on film.

Filming and Athletics

Under no circumstances is the production company to film or use any information images/names/biographical information pertaining to any current university intercollegiate athlete for any purpose. Appearing in a commercial production that identifies them as university intercollegiate athletes will jeopardize their NCAA eligibility.

Cancellation

If written notice of cancellation for an approved location permit is received before the production

begins, then the production is liable for any actual costs incurred by the University as of the receipt of the cancellation notice. University shall have the right of cancellation if the Agreement holder is deemed insolvent or, in the University's sole opinion, shall fail to perform any material term in the Agreement after having received written notice from the University to do so.

Exceptions to Policy

Student projects are subject to School of Communication requirements and procedures and do not require a permit. Incidental filming that includes uses such as: filming for non-commercial or internal use, class projects, or personal use. This filming requires no special services and does not in any way disrupt the normal functioning of the University. This filming cannot be used for commercial purposes after the fact without written permission from Grand Valley State University.

PUBLICATIONS AND ADVERTISING

PC 7.4

Date of Last Update:

October 18, 2012

Approved By:

- President's Cabinet

Responsible Office:

Institutional Marketing

POLICY STATEMENT

Institutional Marketing manages, designs, and produces a full range of publications and visual materials, including recruitment materials, course catalog, programs, brochures, posters, postcards, banners, and invitations. Advertising is also designed and produced in the Office of Institutional Marketing for the purposes of university image/awareness and recruitment. If not produced by Institutional Marketing, all publications and ads should be approved by Institutional Marketing before publication. Logo, design, and copy standards can be found at <http://www.gvsu.edu/identity>

PROCEDURES

Because of the high demand for print pieces, the following priorities have been set for pieces to be produced by Institutional Marketing:

1. The Office of the President
2. Publications used by academic services in student recruiting
3. Materials used off campus for development purposes
4. Major publications of the university dealing with the general public or special external audiences
5. Advertising production support for development and student recruiting
6. Other university publications

Requests for forms, applications, etc. are not handled by Institutional Marketing and should be ordered through Procurement Services.

All publications and advertising should be sent to Institutional Marketing for review before they are printed or posted. Please contact 331-2525 for more information.

WEB POLICES FOR ACADEMIC AND ADMINISTRATIVE UNITS

PC 7.5

Date of Last Update:

December 18, 2012

Approved By:

- President's Cabinet

Responsible Office:

Institutional Marketing

POLICY STATEMENT

All GVSU units are required to maintain their webpages on the university's domain www.gvsu.edu and use the university's content management system unless authorized by Institutional Marketing. All GVSU organizations, whether on the gvsu.edu domain or authorized to maintain their own servers and publish pages under domains other than www.gvsu.edu/ are equally responsible for adhering to GVSU Web standards.

The purpose of website design standards is to:

- Reinforce GVSU's identity
- Meet the needs of the constituencies Grand Valley serves
- Provide continuity in website appearance

- Protect and regulate the use of proprietary GVSU names, logo marks, word marks, and graphic devices
- Keep content current
- Faithfully represent GVSU to the public

Web standards can be found at <http://www.gvsu.edu/identity>

ALUMNI HOUSE POLICY FOR FACULTY/STAFF

PC 8.1

Date of Last Update:

January 03, 2013

Approved By:

- President's Cabinet

Responsible Office:

Alumni Relations

POLICY SCOPE

The Alumni House is available for use by departments of the University. However, the reservation must be made by a faculty or staff member. Faculty and staff members that wish to use the Alumni House for a personal event may do so; all room rentals and additional charges will apply.

POLICY STATEMENT

General

The applicant undertakes to observe all rules and directions, which are imposed by GVSU and the Alumni Relations Office generally, or specifically, in respect to the space which is being used. The room rental fee will be waived for University-sponsored events providing all additional charges (i.e. catering, equipment, a/v, etc.) are paid by a University account number. Inform the Event Coordinator if there will be any distinguished or special guests attending the event.

Reservations

Reservations for University events must be made by a University employee. All reservations are to be arranged with the Event Coordinator at (616) 331-3590.

When the Event Coordinator approves the reservation request, he/she will send the primary contact a confirmation of the event with all event details submitted in the reservation form. Reservations will be made according to the event time specified on the request form. The Event Coordinator will add to your reservation two hours before event start and one hour after event end time for any necessary setup and/or cleanup you may require; contact the Event Coordinator if you require more time

Food and Beverage

For events that involve the service of prepared food and drink, you must use the University's catering service (Classic Fare Catering).

If you will use the University catering service for your event, please arrange your menu selections with the Event Coordinator by the deadlines described on the event confirmation.

For events that involve the service of alcohol, you must agree to abide by all Michigan Liquor Control Commission rules and regulations involved in the service of alcohol in addition to those established by the University. Final alcohol selections must be given to the Event Coordinator at least two weeks prior to the event to ensure the availability of requested menu items. No changes/additions will be accepted after the deadline.

A final guest count must be given to the Event Coordinator at least three (3) business days prior to the event. If a final guest count is not received three business days prior to the event, the food service provider will consider the last communicated guest count to be the final guest count. The final bill will be based on the final guest count given or actual number served, whichever is higher.

Please contact the Event Coordinator at (616) 331-3590 for information on hosting a non-University sponsored event.

Minimum charges may be applicable for food and bar service.

Outside food and drink are not allowed in the Alumni House.

Food and drink from the Alumni House, partial or whole, are not to leave the premises by state law.

No event may exceed 12:00 midnight, and alcohol service will be discontinued at 11:30 pm.

Set-up and Special Requests

The Perry Dining Room has a standard furniture set-up; additional furnishings or the rearrangement of existing furnishing may result in additional expenses. Set-up requests must be made in advance with the Event Coordinator and must be finalized five (5) business days before the event date. Changes to the set-up after this deadline may incur an additional charge. Contact the Event Coordinator to order additional equipment, audiovisual equipment, and any other special requests at least five (5) business days before the event.

Cancellation

The Event Coordinator encourages a five (5) business day notice for event cancellations. Special cases will be handled on a case-by-case basis.

You may cancel your event up to three (3) business days prior to the scheduled time of the event at no charge. Events cancelled with less than three (3) business days' notice will be billed for costs incurred, up to 100% of the total bill.

Late charges will occur when catered events are planned less than three (3) business days in advance. These charges will be 10% of the total cost of the event with a minimum of \$10.00.

Release of Alumni Contact Information

We do not release contact information to the general public from our alumni database. At this time, individuals searching for alumni do so by filling out a form online that is forwarded to University alum via postal mail.

ENDOWMENT MATCH POLICY

PC 8.2

Date of Last Update:

August 11, 2014

Approved By:

- President's Cabinet

Responsible Office:

University Development

POLICY STATEMENT

To provide additional incentive for employees to support endowments the President provides a match equal to the amount of the employee's gift. Gifts are defined as outright gifts, payments and sustainer payments.

PROCEDURES

The following criteria are to be followed:

Only contributions to named endowments will qualify for matching funds.

Current and retired faculty and staff and their spouse's contributions will be eligible for match. This definition excludes adjunct faculty and staff.

The available funds for matching will be limited to \$250,000 or the level of current year earnings off of the unrestricted endowed funds. If contributions eligible for match exceed \$250,000, the match funds will need to be evaluated.

The match on one single gift is limited up to \$25,000. Gifts over \$25,000 will be reviewed by the Vice President for Development and a match decision will be made at the time based on the availability of funds and commitment of those funds at the time.

The eligible contributions that are received during the calendar year will be matched in the following February. Any eligible gifts received or committed after December 31st will be matched the following February

FUNDRAISING POLICY

PC 8.3

Date of Last Update:

December 08, 2014

Approved By:

- President's Cabinet

Responsible Office:

University Development

POLICY STATEMENT

University Development helps Grand Valley State University fulfill its mission and realize its aspirations in three ways: (1) securing, stewarding and increasing financial support; (2) building meaningful partnerships with external and internal constituents; and (3) communicating the university's character, quality, priorities and goals.

Accordingly, University Development must strive at all times to ensure that its policies and procedures and those of the university are in compliance with local, state and federal regulations in regard to the solicitation and acceptance of gifts. Any deviation from the Internal Revenue Code could result in fines, public embarrassment and/or the loss of the University's tax-exempt status.

For these and many other reasons, all fundraising requests made in the name of the University must be approved in advance by the Vice President for Development. In addition, only the Vice President for Development or their designee is empowered to issue the University's official receipt that qualifies a donor's charitable contribution as deductible for tax purposes.

Any fundraising activity that employs the name, image or reputation of the University, in an effort to secure financial gifts will be considered fundraising in the name of the University and is subject to this policy. In the area of "sponsored research", University Development may work with the Office of Sponsored Research to determine the most appropriate fit for the project.

Any potential fundraising activities on behalf of an University program or initiative must first be approved by the appropriate dean and/or the divisional vice president before a request for assistance is directed to University Development. In all decisions related to funding, the priorities of the University, as approved by the Board of Trustees, shall guide the decision making process.

University Development will not share lists of donors or other constituents with individuals and organizations not affiliated with approved university fundraising activities.

This policy shall apply to any and all members of the University community, as well as to any other individuals or organizations who may represent themselves as members of the University community or who claim to be acting on behalf of the University. This policy does not apply to members of the University community when they are engaged in fundraising activities for other organizations and/or when they have explicitly stated that their fundraising activities are unrelated to the university.

Today's donors have more outlets for their philanthropic desires than ever before. As competition for the philanthropic dollar has increased, donors now receive numerous appeals from multiple non-profit organizations. Consequently they are likely to become annoyed by multiple requests from the same organization. To ignore this is to risk reduced support, an outright refusal, or perhaps even permanent discontinuation of support.

Grand Valley State University can be at the forefront of a donor's choice if we are clear in our intent, focused on the university's highest priorities, and present exciting opportunities for support. Coordination of university-wide fundraising activities is imperative.

Prohibited Activities

Members of the University community are prohibited from engaging in the following tactics and activities for purposes of fundraising:

- Use of home addresses from the university telephone directory to compile calling or mailing lists.
 - Use of the Grand Valley State University Alumni Directory to compile calling or mailing lists.
 - Using one's status as a Grand Valley State University employee or student to secure a gift commitment unless specifically authorized to do so.
 - Using "mass e-mails" on the campus intranet system to solicit gifts unless specifically authorized to do so by University Development.
 - Conducting lotteries or similar games of chance, which the State of Michigan defines as gambling. Raffles may be conducted with prior approval from the [Office of Student Life](#). For procedures and protocols implementing this policy please contact the [Development Office](#).
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GIFT ACCEPTANCE AND DISPOSITION POLICY

PC 8.4

Date of Last Update:

July 31, 2008

Approved By:

- President's Cabinet

Responsible Office:

University Development

POLICY STATEMENT

This policy is established to govern the acceptance and disposition of all gifts made to Grand Valley State University, whether such gifts are inter vivos (lifetime) or from estates, other than gifts of: (1) cash or (2) publicly traded equities traded on national exchanges. The Vice President for Development in advance of acceptance must approve all such gifts, which fall under this policy

Gifts subject to this policy will be considered in four categories:

1. Tangible personal property
2. Real property
3. Life insurance
4. Other assets

The latter category includes, but is not limited to: promissory notes, assignments of promissory notes, partnership interests, and restricted or non-publicly traded securities. The criteria for acceptance, the acceptance/approval process, and the disposition policy (where relevant) for each category are set forth below.

PROCEDURES

1. Tangible personal property

A. Criteria for acceptance

Gifts of tangible personal property, including but not limited to works of art, manuscripts, literary works, boats, motor vehicles, and computer hardware, may be accepted only after through review indicates that the property is (1) readily marketable or (2) needed by the University for use in a manner that is related to one of the purposes for which tax-exempt status of the University was granted; that is, for education, research, or a combination of both.

B. Approval/acceptance process

A Development Officer or other appropriate gift officer will prepare a written summary of the gift proposal and submit that summary to the Assistant Vice President for Development Services. At a minimum, the summary shall include the following information:

- Description of the asset
- The purpose of the gift (e.g. to fund an endowed chair, a deferred gift, an unrestricted gift) and the department(s), program(s), or endowment(s) to benefit from the gift
- An estimate or appraisal of the gift's fair market value and marketability
- Any potential University use and, if so, written review by the department to benefit from the asset
- Any special arrangements requested by the donor concerning disposition (e.g., price considerations, time durations prior to disposition, potential buyers, etc.)

The Vice President for Development and the Vice President for Business and Finance will review the material presented by the Development Officer and make a determination as of whether to accept or reject the proposed gift (or, of necessary, to postpone a decision pending the receipt of additional information.) The Vice President for Development or the

Vice President for Business and Finance shall communicate the final determination to the Development Officer, and the Development Officer shall communicate the University's decision to the donor in writing, including any conditions imposed by the Vice President for Development or the Vice President for Business and Finance, prior to acceptance.

If the Vice President for Development and the Vice President for Business and Finance approve a proposed gift of tangible personal property, the Development Officer will acknowledge receipt of the gift on behalf of the University. The University will not appraise or assign a value to the gift property. It is the donor's responsibility to establish a value for the gift and provide, at the donor's expense, a qualified appraisal required by the IRS in the case of gifts of tangible personal property valued in excess of \$1,500.

The gift will be completed by the execution and delivery of a deed of gift or other appropriate conveyance acceptable to the University, and the delivery of the property, as applicable. The donor will pay all costs associated with the conveyance of the gift. In addition, the filing of Form 8283 by the donor is required by the IRS for gifts of tangible personal property valued at more than \$500. The donor should send this form to the Gift Assistant for execution.

C. Disposition

Upon approval of a proposed gift of tangible personal property by the Vice President for Development, he/she will assign a University office the responsibility for disposing of the gift, unless the gift is intended for a specific University purpose, in which case no immediate disposition is necessary. Any guidelines on disposition, including minimum sales price and approval or rejection of any special arrangements with the donor, will be put in writing to the university office responsible for disposing of the gift.

Upon approval of a proposed gift, the Vice President for Business and Finance or his/her designees will identify a Fund and Organization Code for charging expenses associated with the gift pending disposition. In the absence of a known beneficiary for the gift, a development code will be used as a holding account.

Until the property is sold or otherwise disposed of, the university office responsible for disposing of the gift will prepare quarterly status reports and distribute them to the Vice President for Development and to the designated representative of the department to benefit from the gift.

The Vice President for Development must be consulted before a gift of tangible personal property may be sold for less than appraised value, estimated fair market value, or guidelines imposed by University Development in approving the gift, as the case may be. If in the judgment of the person responsible for disposing of the gift, a current appraisal of

the property would assist in disposing of the property, the person responsible for disposing of the gift may request permission to have the appraisal performed.

Upon sale of the property, the office responsible for disposing of the gift will prepare a final report on the property, including a financial summary of net proceeds to the extent known, and distribute it to the Vice President for Development, the Vice President does Business and Finance or his/her designee, and the designated representative of the department to benefit from the gift.

2. Real Property

The University will consider gifts of real property, both improved and unimproved (e.g., detached single-family residences, condominiums, apartment buildings, rental property, commercial property, farms, acreage, etc.), including gifts subject to a retained life estate, only after a thorough review of the criteria for acceptance set forth below under the direction and supervision of the Vice President for Business and Finance or his/her designee. All gifts of real property shall be subject to terms and conditions as set forth in the Grand Valley State University Policy for Accepting Gifts of Real Estate.

A. Criteria for Acceptance

i. Market Value and Marketability: The Vice President for Business and Finance or his/her designee must receive a reasonably current appraisal of the fair market value of the property and interest in the property the University would receive if the proposed gift is approved. Development Officers must understand and communicate to donors that it is the University's policy to dispose of all gifts of real estate (other than property which the University wishes to retain) as expeditiously as possible. Thus, regardless of the value placed on the property by the donor's appraisal, the University will attempt to sell at a reasonable price in light of current market conditions, and the donor needs to be informed that any such sale occurring within two years of the date of gift will be reported to the IRS on Form 8283.

ii. Potential Environmental Risks: All proposed gifts of real property, including gifts from estates, must be accompanied by a Phase I environmental audit performed at the donor's expense. The only permitted exception to this requirement is for residential property, which has been used solely for residential purposes for a significant (at least twenty year) period of time. In cases where this exception applies and no environmental audit is undertaken, the donor/executor must have an outside party complete an Environmental Checklist prepared by the Vice President for Business and Finance or his/her designee and may be required to execute an environmental indemnity agreement. Even in cases where a Phase I audit is submitted,

the Vice President for Business and Finance or his/her designee may require that the donor sign an environmental indemnity agreement.

iii. Limitations and Encumbrance: The existence of any and all mortgages, deeds of trust, restrictions, reservations, easements, mechanic liens and other limitations of record must be disclosed. No gift of an interest in real estate will be accepted until all mortgages, deeds of trust, liens and other encumbrances have been discharged, except in very unusual cases where the fair market value of the University's interest in the property net of all encumbrances is substantial or where a separate agreement to pay such encumbrances which might be charges to the University has been executed by a financially responsible party.

Carrying Costs: The existence and amount of any carrying costs, including but not limited to property owners' association dues, country club membership dues and transfer charges, taxes and insurance, must be disclosed.

iv. Title Information: A copy of any title information in the possession of the donor, such as the most recent survey of the property, a title insurance policy, and/or and attorney's title opinion, must be furnished.

B. Approval/Acceptance Process

The Development Office, with the assistance of the Vice President for Business and Finance or his/her designee, will prepare a written summary of the gift proposal and submit that summary to the Vice President for Development. At a minimum, the summary shall include the following information:

- Description of real property
- The purpose of the gift (e.g., to fund an endowed chair, a deferred gift, an unrestricted gift) and the department(s), program(s), or endowment(s) to benefit from the gift
- An appraisal of the properties and, if different, the University's interest in the property's fair market value and marketability
- The result of a title search
- Any potential for income and expenses, encumbrances, and carry costs prior to disposition
- Any environmental risks or problems revealed by audit or survey
- Any potential University use
- Any special arrangements requested by the donor concerning disposition (e.g., price consideration, time durations prior to disposition, potential buyers, realtors or brokers with whom the donor would like the University to list the property, etc.)

The Vice President for Development and the Vice President for Business and Finance will

review the material present by the Development Officer and make a determination as of whether to accept or reject the proposed gift (or, if necessary, to postpone a decision pending the receipt of additional information.) The Vice President for Development or the Vice President for Business and Finance shall communicate the final determination to the Development Officer, and the Development Officer shall communicate the University's decision to the donor in writing, including any conditions imposed by the Vice President for Development or the Vice President for Business and Finance, prior to acceptance.

If the Vice President for Development and the Vice President for Business and Finance approve a proposed gift of real property, the Development Officer will acknowledge receipt of the gift on behalf of the University upon notice by the Vice President for Business and Finance or his/her designee that the property has been properly recorded in the local Registry of Deeds. The University will not appraise or assign a value to the gift property. It is the donor's responsibility to establish a value for the gift and to provide, at the donor's expense, a qualified appraisal required by the IRS.

The gift will be completed by the execution and delivery of a deed of gift or other appropriate conveyance. The costs associated with the conveyance and delivery of the gift, including but not limited to recording fees and, if deemed necessary by the Vice President for Business and Finance or his/her designee, a current survey, title insurance and/or attorney's title opinion, will be either paid by the donor or charged to the fund code of the department(s), program(s), or endowment(s) to benefit by the donation. In addition, the IRS for gifts of real property requires the filing of Form 8283 by the donor. The donor should send this form to the Vice President for Business and Finance or his/her designee for execution.

C. Disposition

It is the responsibility of the Vice President for Business and Finance or his/her designee to dispose of all gifts of real property. Any guidelines the Vice President for Business and Finance or his/her designee wishes to impose on disposition, including minimum sales price and approval or rejection of any special arrangements with the donor, will be put in writing to the Vice President for Development.

If the Vice President for Business and Finance or his/her designee determines that it is in the best interests of the University to retain for its own use a gift of real property, it will be recommended to the appropriate officers of the University and to the Board of Trustees that the University purchase the property and that, in all other cases they authorize liquidation of such funds for the benefit of the designated gift purpose.

Upon acceptance of a gift, the Vice President for Business and Finance or his/her designee

will designate a code for charging expenses associated with the gift pending disposition. In the absence of a known beneficiary for the gift, the code will be used as a holding account. Until the property is sold or otherwise disposed of, the Vice President for Business and Finance or his/her designee will prepare quarterly status reports and distribute them to the Vice President for Development and to the designated representative of the department to benefit from the gift.

Upon sale of the property, the Vice President for Business and Finance or his/her designee will prepare a final report on the property, including a financial summary of net proceeds, and distribute it to the Vice President for Development and the designated representative of the department to benefit from the gift. The Vice President for Business and Finance or his/her designee is responsible for filing Form 8283 for gifts of real property sold by the University within two years of the date of gift.

The Vice President for Business and Finance or his/her designee is responsible for filing Form 8283 for gifts of real property sold by the University within two years of the date of gift.

3. Life Insurance

A. Criteria for Acceptance

With approval of the Vice President for Development, the University will accept gifts of life insurance policies that meet the following two criteria:

The policy is a life insurance policy which is either paid-up or, if not paid-up as of the date of gift:

- Has a minimum face value of \$10,000
- Has a payment schedule not to exceed ten years and which assumes an interest rate not to exceed two percent below prime interest rate as of the effective date of the policy
- Requires charitable contributions from the donor to the University in the amount of any premiums, including unscheduled premiums, which may become due.

Grand Valley State University is designated as the owner and beneficiary of the policy. If intended for endowment purposes, the face value of the policy meets the minimum funding standards for endowments established by the Board of Trustees.

B. Approval/Acceptance Process

The Development Officer will prepare a written summary of any proposed gift of a life insurance policy, which fails to meet all of the criteria specified in the section above and submit that summary through the University's Director of Planned & Endowed Giving or his/her designee. At a minimum, the summary shall include the following information:

- Description of the type of life insurance policy, face value, premium payment schedule, interest rate, age of insured(s), and other relevant policy information
- The purpose of the gift (e.g., to fund an endowed chair, a deferred gift, an unrestricted gift) and the department(s), program(s), or endowment(s) to benefit from the gift

The Vice President for Development and the Vice President for Business and Finance will review the material presented by the Development Officer and make a determination as to whether to accept or reject the proposed gift (or, if necessary, to postpone a decision pending the receipt of additional information.) The Vice President for Development or the Vice President for Business and Finance shall communicate the final determination to the Development Officer, and the Development Officer shall communicate the University's decision to the donor in writing, including any conditions imposed by the Vice President for Development or the Vice President for Business and Finance, prior to acceptance.

If the Vice President for Development and the Vice President for Business and Finance approve a proposed gift of a life insurance policy, the assigned Development Officer will acknowledge receipt of the gift on behalf of the University.

The gift will be completed upon the execution and delivery of the life insurance policy to the University or an assignment of the policy in the event that the University is not the original owner of the policy.

C. Administration

The Office of University Development shall administer all gifts of life insurance policies and shall maintain records of all donor policies, contribution schedules, donor designations of death benefits, and the like. The University's Director of Planned & Endowed Giving or his/her designee shall be responsible for pledge reminders and monitoring payments of premiums.

The Vice President for Business and Finance or his/her designee shall be responsible for confirming the existence and cash value of all policies in force at least annually and for collecting and distributing death benefits. Upon receipt of death benefits, the Vice President for Business and Finance or his/her designee shall provide notice to the department(s), program(s), or endowment(s) to benefit from the gift.

4. Other Assets

Other assets include but are not limited to: promissory notes, assignments of promissory notes, partnership interests, and restricted or non-publicly traded securities.

A. Criteria for Acceptance

The University will consider gifts of other assets, including but not limited to promissory

notes, assignment of promissory notes, partnership interests and restricted or non-publicly traded securities, only after a thorough review of the criteria set forth below.

i. Market Value and Marketability: The University must receive a reasonably current appraisal of the fair market value of the property and interest in the property the University would receive if the proposed gift is approved. Development Officers will inform the donor that, if the gift is completed, the IRS will require an appraisal made within sixty days of the date of gift. The appraisal and other information must indicate clearly and convincingly that there is in fact a market for the asset under consideration and that the asset can be sold within a reasonable period of time.

ii. Potential Environmental Risks: All proposed gifts in which the University would acquire an interest in real property must be accompanied by a Phase I environmental audit performed at the donor's expense. The only permitted exception to this requirement is for residential property, which has been used solely for residential purposes for a significant (at least twenty-year) period of time. In cases where this exception applies and no environmental audit is undertaken, the donor must have an agent complete an Environmental Checklist prepared by the Vice President for Business and Finance or his/her designee and may be required to execute and environmental indemnity agreement.

iii. Limitations and Encumbrances: The existence of any and all mortgages, deeds of trust, restrictions, reservations, easements, mechanic liens and other limitations of record must be disclosed. No gift of an interest in real estate will be accepted until all mortgages, deeds of trust, liens and other encumbrances have been discharged, except in very unusual cases where the fair market value of the University's interest in the property net of all encumbrances which might be charged to the University had been executed by a financially responsible party.

iv. Carrying Costs: The existence and amount of any carrying costs, including but not limited to property owners' association dues, country club membership dues and transfer charges, taxes and insurance, must be disclosed.

v. Title Information: A copy of any title information in the possession of the donor, such as the most recent survey of the property, a title insurance policy, and/or an attorney's title opinion, must be furnished.

B. Approval/Acceptance Process

The Development Officer will prepare a written summary of the gift proposal and submit that summary to the Vice President for Development and the Vice President for Business and Finance. At a minimum, the summary shall include the following information:

- Description of the asset
- The purpose of the gift (e.g. to fund an endowed chair, a deferred gift, and unrestricted gift) and the department(s), program(s), or endowment(s) to benefit from the gift
- An estimate or appraisal of the asset's fair market value and marketability
- Potential for income and expenses, encumbrances, and carry costs prior to disposition
- Any environmental risks or problems revealed by audit or survey
- Credit history or financial statement of financially responsible party, if applicable
- Any special arrangements requested by the donor concerning disposition (e.g., price considerations, time durations prior to disposition, potential buyers, realtors or brokers with whom the donor would like the University to list the property, etc.)

The Vice President for Development and the Vice President for Business and Finance will review the material presented by the Development Officer and make a determination as to whether to accept or reject the proposed gift (or, if necessary, to postpone a decision pending the receipt of additional information.) The Vice President for Development or the Vice President for Business and Finance shall communicate the final determination to the Development Officer, and the Development Officer shall communicate the university's decision to the donor in writing, including any conditions imposed by the Vice President for Development or the Vice President for Business and Finance, prior to acceptance.

If the Vice President for Development and the Vice President for Business and Finance approve a proposed gift of an asset in Category 4, the assigned Development Officer will acknowledge receipt of the gift on behalf of the university. The university will not appraise or assign a value to the gift property. It is the donor's responsibility to establish a value for the gift and to provide, at the donor's expense, a qualified appraisal required by the IRS in the case of assets valued in excess of \$1,500.

The gift will be completed by the execution and delivery of a deed of gift or other appropriate conveyance, and the delivery of the property, as applicable. The cost associated with the conveyance will be paid by the donor upon delivery of the gift. In addition, the filing of Form 8283 by the donor is required by the IRS for gifts of assets valued at more than \$1,500. The donor should send this form to the Office of University Development for execution.

C. Disposition

It is the responsibility of the Vice President for Business and Finance or his/her designee to dispose of all gifts of assets in this Category 4. If the asset involves an interest in real estate, it is generally expected that the Vice President for Business and Finance or his/her designee will assist in disposing of the asset. If the asset is a security, it is generally

expected that the Vice President for Business and Finance or his/her designee will follow policies for disposing the asset. Any guidelines the Vice President of Business and Finance or his/her designee wish to impose on disposition, including minimum sales price and approval or rejection of any special arrangements with the donor, will be put in writing to the Vice President for Development at this time.

Upon acceptance of a gift, the Vice President for Business and Finance or his/her designee will designate a code for charging expenses associated with the gift pending disposition. In the absence of a known beneficiary for the gift, the Vice President for Business and Finance or his/her designee will determine how the gift will be disposed.

Until the property is sold or otherwise disposed of, the Vice President for Business and Finance or his/her designee will prepare quarterly status reports and distribute them to the Vice President for Development and to the designated representative of the department to benefit from the gift.

Upon sale of the property, the Vice President for Business and Finance or his/her designee will prepare a final report on the property, including a financial summary of net proceeds, and distribute it to the Vice President for Development and the designated representative of the department to benefit from the gift.

The Vice President for Business and Finance or his/her designee is responsible for filing Form 8283 for assets valued at more than \$5,000 sold by the university within two years of the date of gift.

5. Acceptance and Disposition of Deferred Gifts

A. Deferred Giving

Development Services is asked to record various types of deferred gifts; the office is often asked to provide a description of the nature of such a gift, or explain how various types of deferred gifts should be recorded by us and/or handled for tax purposes. Ultimately, the Gift Assistant should refer related inquiries to the university's Director of Major & Deferred Gifts. This does not, however, remove the need for the Gift Assistant to be familiar with this type of gift. For this reason, below are the general explanations of certain types of deferred gifts with commonly accepted rules. Information concerning specific treatment of these gifts at Grand Valley State University should be procured from the Office of University Development.

B. Bequests

The most common and simplest form of deferred giving: a bequest is a gift of property that is made through a donor's will.

Benefits to Donors: Donors do not have to part with any money until they die, and do not owe any estate tax on the amount of the bequest.

6. Charitable Remainder Trusts

Two basic types of charitable remainder trusts qualify for federal tax benefits. In both arrangements, a donor gives stock, cash, or other assets to a trust. Those assets are invested; producing income for the donor - or other beneficiary – either for a fixed period of time or until the donor dies. The donor is allowed to claim a tax deduction for the estimated portion of the assets that will ultimately go to charity. When the donor dies, the charity keeps all remaining assets. There are two types of remainder trusts:

A. Unitrusts

Under a basic unitrust, the donor receives one or more yearly payments equaling a fixed percentage of the value of the asset. The value is assessed each year. Under a net-income unitrust, the donor receives only the income earned by the trust, even if the trust earns less than the payout rate. However, the trust can be set up to include a “make-up provision,” which allows donors to make up the lost income, provided the trust earns more than the payout rate in future years.

B. Annuity Trusts The donor receives a yearly fixed payment equaling at least five percent of the value of the asset at the time the deferred-giving agreement was signed. Donors who give real estate commonly use charitable remainder trusts. Real estate is not usually given through gift annuities and cannot be given to pooled-income funds.

Benefits to Donors: Donors can get income-tax deductions and escape capital-gains taxes by making such gifts. Many donors find the trusts an appealing way to prepare for retirement. The assets can be invested to earn a lower rate of return when the donor is younger and then shifted to earn a higher rate of return, and thus provide more income, during a donor’s later years.

C. Gift Annuities

Donors contribute cash, securities, or other assets to a charity. In exchange, they receive annual payments for a fixed amount of time. With a deferred gift annuity, the annual payments do not start when the gift is made; they begin at a time specified by the donor when the gift is made.

Benefits to Donors: Gift annuities are attractive to donors who want to receive income from assets that have risen sharply in value, such as cash or stocks. In return for gifts of such assets, the charity guarantees the donors a fixed annual income for the rest of their lives and helps the donor avoid capital-gains tax. The donor also gets an income-tax break on a portion of the earnings from an annuity; the exact amount depends on the donor’s age.

D. Pooled-Income Funds

The donor gives cash, securities, or other assets to a non-profit organization, which then invests those assets in a large, diversified portfolio. The donor receives income from the fund proportionate to the value of his or her contribution, as well as an income-tax deduction based on the estimated principal that will be left to the charity. Obtaining a “unit” in a pooled-income fund is similar to buying a share of a mutual fund.

Benefits to Donors: Life gift annuities, pooled-income funds appeal to donors who want to earn income on stock and other assets and escape capital-gains taxes. Unlike annuities, a donor’s income from a pooled-income fund is tied to fluctuating interest rates. That means that in the long run, donors may receive larger earnings than they do from annuities, but they can also do less well in the short term. As a result, the funds tend to appeal to younger people who are more often willing to take risks with their investments.

E. Charitable Lead Trusts

A charity receives the income from the donor’s assets for a specified time, after, which the asset is transferred back to the donor or to the donor’s heirs.

Benefits to Donors: A lead trust can reduce gift and estate taxes or provide a charitable deduction for the donor. Charitable lead trusts are most appealing to donors who want to pass appreciated assets to their heirs without paying a substantial amount in taxes. The donor pays a gift tax on the asset when it is placed in to the trust; after that it can grow tax-free. At the end of the specified period, the asset is returned to the donor’s heir or heirs, who do not have to pay any additional taxes.

7. Deferred Gifts Policy of Grand Valley State University

In an effort to maintain continuity and consistency with deferred gifts to Grand Valley State University, the following policy has been established:

Gifts governed by this policy: All deferred gifts to the University, which are managed by Grand Valley State University or its agents, including but not limited to the following:

- Gifts establishing charitable remainder trusts
- Gifts to the pooled income funds
- Gifts purchasing charitable gift annuities
- Gifts funding charitable lead trusts

Gifts not governed by this policy: Deferred gifts that do not require management; for example, gifts of personal residences or farms with retained life estate in donor and deferred gifts with are managed by trustees other than Grand Valley State University.

Trustee: Grand Valley State University has the option to serve as trustee of any deferred gift

in which the University's interest equals at least fifty-one percent of the total charitable interests. Usually the University prefers the use of a commercial trustee.

Payout rates: The payout rates offered to donors shall be competitive and determined in consultation with a Development Officer.

Value of Remainder: No deferred gift (except for deferred gift annuities) shall be accepted in which the value of the University's remainder interest is less than twenty-five percent of the value of the assets transferred.

Minimum gift amounts: Grand Valley State University has the following minimums for acceptance of deferred gifts

- Charitable remainder trusts: Initial gift – \$100,000
- Pooled income fund gifts: Initial gift - \$5,000 Additional gifts - \$1,000
- Charitable gift annuities: Initial gift - \$10,000

Note: Gift annuities may not be offered to residents of states in which such contracts are considered to be insurance products or securities. Currently almost one-half of the states (including Florida, New York and California) classify these contracts as either insurance or securities. Because this list is constantly changing, approval should be obtained from the Development Office before discussions for this gift type are initiated.

Acceptable gift assets: The University will accept the following assets:

- Cash
- Publicly traded securities
- Real estate (subject to approval of the Vice President for Development)
- Other assets, such as closely held stock and partnership interested (subject to approval of the Vice President for Development.)

Valuation of gift assets: The University will follow applicable federal tax law.

Final approval, acceptance, and execution by the University: The Vice President for Development, in collaboration with the Vice President for Business and Finance or his/her designee must approve all documents.

All documents must be sent first to the donor for signature and then to the University's Vice President of Business and Finance or his/her designee.

The Vice President of Business and Finance or his/her designee shall execute the documents on behalf of the University; and the documents shall be executed in duplicate and the originals distributed as follows:

- One original to donor
 - One original to Vice President of Business and Finance or his/her designee
 - Copies to the appropriate Development Officer
-

PRIVACY POLICY

PC 8.5

Date of Last Update:

July 31, 2008

Approved By:

- President's Cabinet

Responsible Office:

University Development

POLICY STATEMENT

Grand Valley State University maintains a database (Millennium) of biographical and gift/pledge information about alumni and friends in accordance with the general needs and expectation of the university community. The information contained in this database is intended exclusively for purposes related to Grand Valley State University programs.

It is the desire of Development Services to support the ongoing activities of Grand Valley State University by providing assistance for programs, communication and events that bring together the expanding orbit of constituents of the university. In order to provide the best possible service to those with legitimate needs for such information, and at the same time maintain the confidentiality of the information entrusted to us by our constituents, the following policies have been developed. These policies were approved in 2007 by the Vice President for Development and now apply to every request for information and to direct access to the Millennium System.

PROCEDURES

Organizations that may request information

The following organizations and individuals may request information from the Millennium database:

Grand Valley State University affiliated organizations and constituent groups, in support of

approved activities, including:

- Office of Alumni Relations
- Constituent groups approved by the Office of Alumni Relations
- University Development
- Other administrative units
- Academic units
- Athletic programs
- Office of Career Planning

In cases of dispute about whether an organization has a legitimate affiliation with the University, the final decision will rest with the Vice President for Development or the Director of Development Services as the Vice President's designee.

- Other colleges and universities seeking the location of alumni with degrees from both Grand Valley State University and the requesting institution
- Law enforcement agencies and student loan agencies
- Agencies that assist Development Services in locating Grand Valley State University's alumni

Any other requests will be forwarded to that person whose information is sought so that he/she can decide whether or not to contact the requestor. No information will be released for those records coded "No Contact" indicating the alumnus or alumna has requested no university contact. The same rule will apply to records coded Confidential.

All requests for information from members of the media must be referred to University Communications.

Information that may be released

The following information may be released from the Millennium database:

- "Public information," which is limited to:
 - Full name
 - Degree(s) and date of degree(s) awarded by Grand Valley State University
 - Major field of study
 - Class year

"Public information" will be provided only to those requestors identified above.

Federal law severely restricts the amount of information that may be released on current students. Therefore, no information on students will be released based on data maintained in Millennium. All requests for information on current students should be forwarded to the

Registrar's Office.

Information provided to volunteer alumni constituent groups would be limited to those alumni who are affiliated with the requesting group.

In addition to public information, request from the University Development, Alumni Relations, administrative, academic, or athletic units of Grand Valley State University and central administration may be provided the following information:

- Employment
- Student activities
- Alumni activities
- Family members
- Degrees obtained from other institutions
- Miscellaneous comments, awards and text
- Gift and pledge data
- Selected biographical attributes

Acceptable use of information

The following statements specify the acceptable internal uses of information from the alumni database:

1. Development Services will make available information from its database for the support of approved, university-related activities.

2. Approved activities include:

- a. Alumni Relations
- b. Fundraising
- c. Public Relations
- d. Governmental relations
- e. School/department communications to alumni/constituents
- f. University-sanctioned research
- g. Grand Forum
- h. Student recruitment

3. Information maintained in Millennium is not available for release for nonrelated commercial or political purposes.

4. If the information provided will result in the preparation of lists or directories that are to be published in book, magazine, newsletter, electronic media or other forms for general distribution among alumni groups, prior to publication each individual who might be included must be

provided the opportunity to indicate in writing whether he/she wishes to be excluded.

5. Requestors of data from Millennium may contract to services of outside vendors (e.g. data processing consultants, direct mail firms, marketing and merchandise firms, etc.) to process and/or distribute information obtained from Millennium. In these cases:

- a. The vendor must agree to use the information only for the purpose intended by the university client. The sale or transfer of the information by the vendor is strictly prohibited.
- b. If the project in question results in the publication of directories or lists as identified above, the procedures outlined must be followed prior to publication.
- c. The vendor must ensure the prompt return of and university-owned computer tapes or electronic software provided in fulfillment of the contract.
- d. The university client or the vendor agrees to pay any costs associated with systems programming or special data processing that might be required beyond the normal capabilities of the Millennium computer system.
- e. In all cases involving the use of outside vendors or contractors, the absolute confidentiality of the information provided from the Millennium database is the responsibility of the requestor.

6. Formats available for distribution of information: Information may be obtained in the form of lists, labels, computer tapes, diskettes, and downloads by authorized university representatives in support of approved activities as noted above. It is the responsibility of the unit requesting information to maintain the absolute confidentiality of that information as specified in this policy statement.

7. Privacy Statement attachment: A privacy statement will be attached to any of the information provided to requestors of data from Millennium stating the following: The enclosed (attached) data is for the sole use of the requestor and may contain confidential and privileged information. Any unauthorized review, use, disclosure or distribution is prohibited. Responsibility for the absolute confidentiality of the information provided is the responsibility of the requestor.

8. Compliance with these policies: Failure to abide by any of the policies stated within this document may result in denial of access to information contained in the Millennium database. Request for reinstatement to access to this information must be approved by the Vice President for Development or a designee and must include written assurance of future compliance with these policies.

In cases of dispute about what constitutes an approved activity, the final decision will rest with the Vice President for Development or the Director of Development Services as the Vice President's designee.

Statement of database access policies

Direct access to Millennium is restricted by the Millennium Security policies and procedures as well as the university's Conditions of Use Information Technology Services Policy.

ANTI-HARASSMENT POLICY

PC 9.1

Date of Last Update:

March 31, 2016

Approved By:

- President's Cabinet

Responsible Office:

Inclusion and Equity/Office of Affirmative Action

POLICY STATEMENT

Article I. Purpose

The goal of Grand Valley State University is to maintain a positive work environment for employees and a climate conducive to learning for students. The University, consistent with its policies and procedures, promotes institutional diversity by embracing such concepts as "affirmative action" and "equal opportunity" as a campus-wide strategy to provide equal access to opportunity. The University's commitment to non-discrimination is the foundation for such efforts. This policy outlines expectations for institutional and individual conduct that apply to all University faculty and staff members.

It is neither the purpose nor intent of this policy to infringe on [academic freedom](#) as defined by Grand Valley State University's Board of Trustees' Policies and the Faculty Handbook.

PROCEDURES

Article II. Prohibited Conduct Harassment

Harassment is unprofessional conduct that could reasonably be understood as (1) having the purpose or effect of creating an intimidating, hostile, or offensive environment, (2) having the purpose or effect of unreasonably interfering with an individual's work performance or access to

educational activities and programs, (3) otherwise adversely affecting an individual's employment opportunities or access to educational activities and programs.

Harassment on the basis of age, color, disability, familial status, height, marital status, national origin, political affiliation, race, religion, veteran status, or weight is considered a violation of university policy. (For sex/gender, sexual orientation, gender identity and/or gender expression, see [Sexual or Gender-Based Harassment Policy](#).)

Article III. Sanctions

Any person who violates the University's Anti-Harassment Policy may be subject to a range of sanctions (in accordance with University policies) which could include, but is not limited to, dismissal, according to due process, from University employment. Violators may also be subject to civil action or criminal prosecution because harassment and other discriminatory behavior may violate state or federal laws.

Article IV. Retaliation

1) Definition: Retaliation means any adverse action taken against a person for making a good faith report of prohibited conduct (see, generally, policies on [Sexual Misconduct](#), [Sexual or Gender-based Harassment](#), and [Anti-Harassment](#)) or participating in any proceeding under University policy or policies.

a. Retaliation includes threatening, intimidating, harassing, coercing or any other conduct that would discourage a reasonable person from engaging in activity protected under University policy or policies.

b. Retaliation may be present even where there is a finding of “no responsibility” on the allegations of prohibited conduct.

c. Retaliation does not include good faith actions lawfully pursued in response to a report of prohibited conduct.

2) Reporting: Acts of alleged retaliation should be reported immediately to the Vice President for Inclusion and Equity, or designees, and will be promptly investigated. The University will take appropriate steps to protect individuals who fear that they may be subjected to retaliation.

Article V. Procedural Guidelines for Discrimination and Harassment Complaints

A. Preliminary Issues

The following procedures are intended to enforce the University's [Equal Opportunity/Affirmative](#)

[Action Policy, \(EEO/AA Policy\)](#) and the University's [Non-Discrimination and Anti-Harassment Policy](#). The procedures are initiated by making a complaint that alleges discrimination, including unlawful harassment, has occurred.

Complaints may be either formal or informal, and the procedure for each is described below.

B. Purpose of these Guidelines

The purpose of these procedural guidelines is to ensure that discrimination complaints, including harassment, are handled promptly and effectively in a manner that is procedurally fair to all parties. The Affirmative Action Office may deviate from these Guidelines as necessary to achieve the goals of prompt, thorough, and effective complaint resolution in a procedurally fair manner.

C. Time limit for Filing a Complaint

Typically, both formal and informal complaints should be reported as soon as possible and within sixty (60) days after discovery of the act which constitutes an instance of inappropriate behavior. The University retains the right to accept and address complaints reported anytime after the 60 day recommended time limit.

D. Confidentiality

Although discretion will be exercised, a guarantee of confidentiality or anonymity cannot be made because the fact-finding investigation will involve discussions with other parties. Information about the Complainant and the incidents giving rise to the complaint will be revealed only as investigatory and disciplinary processes require. Confidentiality will be observed to the extent permitted by law and which is consistent with protecting the welfare of the faculty, staff and students, and the interests of the University.

E. Where to Make a Complaint

In most cases, a University Faculty/Staff member with a complaint alleging harassment in violation of this Policy, whether formal or informal, should report this to the Affirmative Action Office. A University student with a complaint alleging harassment in violation of this Policy, whether it is formal or informal, should report it to the Affirmative Action Office or the Dean of Students Office. In the event a complaint is received in offices other than the offices mentioned above, faculty and staff are responsible for referring the individual to the appropriate office.

F. Emergency

Provisional, emergency actions departing from these procedures may be taken by a University Appointing Officer with the advice of the Affirmative Action Office and the University Counsel Office and must be followed as promptly as possible by steps providing Respondent(s) with the notice and opportunity to defend the allegations.

Article VI. Informal Complaints

Individuals who believe they have experienced or may have witnessed discrimination or harassment in violation of this Policy should consult with the Affirmative Action Office. Contacting the Affirmative Action Office about a concern does not automatically result in a formal complaint.

The party making the complaint (the “Complainant”) may request that the University official consulted speak informally with the alleged offender(s) (the “Respondent”) informing them of the salient features of the complaint. If this process does not resolve the matter or, if the Complainant or University official who is consulted prefers, he/she may pursue any of the avenues of resolution listed below.

Informal complaints are those complaints where the Complainant or a witness of an alleged offense asks the Affirmative Action Office to assist in the resolution of an alleged violation of the Non-Discrimination and Anti-Harassment Policy.

1. Advising. One function of the Affirmative Action Office is to hear and address complaints concerning discrimination, including harassment of any type, in violation of this policy. If the Complainant seeks a preliminary informational and advising session with the Affirmative Action Office, an opportunity for full discussion of the case shall be provided. The Affirmative Action Office shall aid the Complainant in exploring all possible options for resolving the complaint as effectively as possible. In doing so, the Affirmative Action Office will observe the confidentiality provisions of this Policy.

Some incidents, if considered serious, may require some type of follow-up actions to be taken by the Affirmative Action Office. If any follow-up actions are deemed necessary, the Affirmative Action Office will inform the person who identified the concern that action will be taken.

Students may seek advice and guidance from the Dean of Students or the Affirmative Action Office.

2. Alternative Dispute Resolution (ADR). The goal of ADR is to provide a forum where the Complainant and Respondent can, with the aid of the third party come to a mutually agreed-upon resolution. ADR works only when both the complaining and responding parties voluntarily participate in the process. ADR facilitators may be assigned by the Affirmative Action office. By definition, informal resolutions do not include imposing sanctions, but they may involve mutually acceptable consequences.

a. Mediation Process. A favored method of alternative dispute resolution(ADR) of complaints is mediation, which also is a voluntary conflict-resolution process. The Complainant and the

Respondent voluntarily agree to work with a third party mediator, who is usually a member of the University community that is a trained mediator, to resolve the complaint. This mediation is intended to resolve the complaint to the satisfaction of both the Complainant and the Respondent. Informal complaints need not be put in writing or signed by the Complainant. Certain types of incidents, however, may not be appropriate for mediation.

i. A faculty or staff member or student initiates the mediation process by making an informal complaint within the Human Resources Office or the Affirmative Action Office. Students may initiate the process in the Dean of Students Office or may consult with the Affirmative Action Office. The complaint need not be in writing or be signed by the complainant.

ii. The office receiving the complaint will discuss the mediation process with the Complainant to determine if mediation might be an appropriate method to resolve the complaint.

iii. If the Complainant wishes to proceed with mediation, then a person designated by the Affirmative Action Office, the Human Resources Office, or the Dean of Students Office meets with the alleged offender, informing him or her that an informal complaint has been filed and that the Complainant wishes to resolve it by mediation. The mediation process will be discussed with the alleged offender to determine if mediation might be an appropriate method to resolve the complaint. The Respondent is also informed that mediation is a voluntary conflict resolution process intended to make each party aware of the position or feelings of the other and to resolve the conflict.

iv. If both parties agree to mediation, a Mediator will be selected by the Affirmative Action Office, the Human Resources Office, or the Dean of Students Office. The mediator will be a trained member of the University community who is deemed the most suitable and knowledgeable based on the circumstances involved.

v. Mediation may also include meetings between the Mediator and the parties separately.

vi. If mediation has been successful, the Mediator will inform the Affirmative Action Office that the complaint has been resolved.

vii. If the Mediator determines that mediation cannot adequately resolve the issues, he or she will inform the Complainant and Respondent of this as well as the options available, such as filing a formal complaint. The Mediator will also notify the Affirmative Action Office that mediation was unsuccessful.

viii. If the Complainant is dissatisfied with the results of mediation, he or she may file a formal

complaint.

Article VII. Formal Complaints (Written)

Formal complaints are those complaints where the faculty/staff/student files a written complaint with the Affirmative Action Office.

A. Filing a Formal Complaint

Complainants must provide a written description of the allegation(s) and the name of the alleged offender. Complaint forms are available from the Affirmative Action Office and on the web at: <http://www.gvsu.edu/inclusion/> under "Forms." The Complainant should complete the form, listing: the type of alleged offense; summary of alleged discrimination; who discriminated against the Complainant; what action has been taken so far; what action is suggested; and whether the Complainant has filed a complaint/grievance with any other agency. The Complainant must sign the complaint form and submit it to the Affirmative Action Office to begin a formal investigation.

B. Notifications

Certain notifications are required to ensure fairness and equity to all parties involved:

1. The appropriate Appointing Officer responsible for the areas where the Complainant and Respondent are employed will be notified. The appropriate Vice President and the Appointing Officer for the Respondent shall receive a copy of the Complaint.
2. Once he or she becomes the focus of a complaint, the Respondent must be notified of the complaint, the identity of the Complainant and the nature of the complaint. They will also be advised not to contact the Complainant directly or to retaliate against him/her. The appropriate Appointing Officer will meet with the Respondent and provide a copy of the Complaint and be advised of the obligation of non-retaliation.
3. If either the Complainant or Respondent is represented by a collective bargaining agreement, the appropriate official in the Human Resources Office will be contacted immediately to assist in the facilitating the fact-finding investigation process.
4. If the complaint is against a student, the Complainant may elect to pursue a formal charge through the Dean of Students Office. The Affirmative Action Office will notify the Dean of Students as appropriate.
5. If the complaint is against an appointing officer, only the appropriate Vice President is notified. If the complaint is against a Vice President or Provost, the President is notified. If the complaint is against the President, the Chair of the Board of Trustees is notified. If the complaint is against a member of the Board of Trustees, the Chair of the Board of Trustees will be notified. If the

complaint is against the Chair of the Board of Trustees, the Vice Chair of the Board of Trustees will be notified.

6. The Affirmative Action Office will maintain periodic contact with the Complainant and Respondent regarding the complaint status throughout the investigation.

C. Steps in the Investigation Process

A formal fact-finding investigation process will be carried out in as timely a manner as possible. However, all parties involved are encouraged to recognize that a thorough investigation requires time. While no specific deadlines are established, required notifications, respondent and, where applicable, union representation and investigation activities should begin as quickly as possible after receiving the written complaint.

1. The Affirmative Action Office will determine the most effective method of investigating the concerns raised by the Complainant. If circumstances deem that the investigation should be referred to the Student Grievance Process, then the Dean of Students will handle oversight responsibilities of the complaint. If not referred to the Dean of Students, then the Affirmative Action Office is responsible for the investigation.

2. Unless unusual circumstances prevent or suggest otherwise, a co-investigator will be identified to participate in the investigation process that will be led by the Assistant Vice President for Affirmative Action. The co-investigator will be a trained/experienced member of GVSU's faculty or staff.

3. The investigation will involve conducting a thorough fact-finding investigation that includes meeting with the Complainant, Respondent, pertinent witnesses and reviewing and analyzing relevant documents as they relate to each allegation of the complaint. The investigators have the obligation to remain neutral during the investigation. Occasionally, a different or less formal response to the complaint may be warranted. Although the Affirmative Action Office may deviate from these guidelines, it will still respond to the complaint in a prompt, thorough and effective manner that is procedurally fair.

4. Communication with the Complainant and Respondent regarding the current status of the investigation and anticipated or adjusted timelines for concluding will occur on a regular and timely basis.

D. Investigation Report

1. A Final Investigation Report will contain: 1) a summary of the Complainant(s) allegations and the Respondent's relevant statement in response to the allegations; 2) analysis of findings that

includes a description of the relevant information provided by witnesses or obtained from the documents; and 3) the conclusion about whether or not university policy has been violated.

2. The Final Investigation Report will be provided to the appropriate Appointing Officer and Vice President. The Assistant Vice President for Affirmative Action will verbally notify both the Complainant and the Respondent about whether or not university policy was violated. The co-investigator's involvement in the matter concludes when the final investigation report is issued.

3. The Assistant Vice President for Affirmative Action will meet with a representative from the University Counsel Office and the Appointing Officer to discuss recommendations for any follow-up actions.

E. Standard for Determining Violations of This Policy

Allegations of violations of this Policy will be evaluated by considering the totality of the particular circumstances, including the nature, frequency, intensity, location, context, and duration of the questioned behavior. Although repeated incidents generally create a stronger claim of harassment, a serious incident, even if isolated, can be sufficient to rise to the level of being considered a policy violation.

F. Corrective Action

If the report finds that the EEO/AA policy or this Non-Discrimination and Anti- Harassment Policy were violated, the University will determine appropriate corrective action, up to and including dismissal. The University may also take corrective action if no discrimination or harassment is found, but Respondent is found to have engaged in inappropriate workplace behavior. If corrective action is to be taken against a Respondent that is represented by a collective bargaining agreement, the appropriate official in the Human Resources Office will be contacted immediately to assist in the facilitating the corrective action.

Article VIII. Other Information

Copies of complaint procedures are available online at: www.gvsu.edu/inclusion. Information regarding other grievance procedures is located in the following documents:

1. Faculty members - [Section 3.02](#) of the Faculty Handbook.
2. Executive, Administrative and Professional Staff - Board of Trustees' Policies, [BOT 4.4.8](#)
3. Clerical, Office and Technical Staff - Section 6, Grievance, of the present contract.

4. Confidential Clerical - Section 9, Grievances, of the Personnel Polices in the Confidential Clerical handbook.
5. Maintenance, Grounds, and Services - Section 6, Grievances, of the present contract.
6. Department of Public Safety Staff - Section 6, Grievances, of the present contract.
7. Security Staff - Grievances, of the Personnel Policies in the Security Staff Handbook.
8. Student Employees - Student Employee Handbook and Student Code, Article IV. Student Grievance Procedures

Contact information for faculty and staff:

- Division of Inclusion and Equity
 - Affirmative Action
4000 James H. Zumberge Hall
Allendale, MI 49401
616-331-2242
<http://www.gvsu.edu/affirmative>
 - Disability Support Resources
4015 James H. Zumberge Hall
Allendale Campus 49401
616-331-2490
<http://www.gvsu.edu/dsr/>
 - [Division of Legal, Compliance & Risk Management](#)
 - 4068 James H. Zumberge Hall – 616-331-2067
 - Employee Assistance Program (EAP) - Encompass 1-800-788-8630
 - Human Resources (Staff Relations) – 616-331-2215
 - LGBT Faculty/Staff Association - lgbtfsa@gvsu.edu
 - Deans
 - Provost's Office – 616-331-2400

Contact information for students:

- Division of Inclusion and Equity
 - Affirmative Action
4000 James H. Zumberge Hall
Allendale, MI 49401

616-331-2242

<http://www.gvsu.edu/affirmative>

- Disability Support Resources
4015 James H. Zumberge Hall
Allendale Campus 49401
616-331-2490
<http://www.gvsu.edu/dsr/>
- Division of Legal, Compliance & Risk Management
4068 James H. Zumberge Hall – 616-331-2067
- Student Services - Dean of Students
202 Student Services Building – Allendale Campus
616-331-3585
- Counseling Center
204 STU, Allendale Campus
616-331-3266
- LGBT Resource Center
1161 Kirkhof Center – Allendale Campus
616-331-2530
lgbtcenter@gvsu.edu
- Nontraditional Students
616-331-7360
Toll Free: 888-831-4034
nontraditional@gvsu.edu
- Office of Multicultural Affairs
1240 Kirkhof – Allendale Campus
616-331-2177
oma@gvsu.edu
- Women's Center
1201 Kirkhof Center – Allendale Campus
616-331-2748

CONSENSUAL RELATIONSHIP POLICY

PC 9.2

Date of Last Update:

November 19, 2012

Approved By:

- President's Cabinet

Responsible Office:

Inclusion and Equity/Office of Affirmative Action

POLICY STATEMENT

Possessing and mastering a range of thoughtful perspectives is necessary for open inquiry, a liberal education, and a healthy community. Recognizing this, the University seeks to include, engage, and support a diverse group of students, faculty, and staff. The institution values a multiplicity of opinions and backgrounds, and is dedicated to incorporating multiple voices and experiences into every aspect of its operations. We are committed to building institutional capacity and strengthening our liberal education through providing an inclusive environment for all of our University constituents.

Article I. Purpose

The University's goals are to maintain a positive work environment and a climate conducive to learning for students. The unequal institutional power inherent in academic and work relationships may heighten the vulnerability of those in subordinate positions. Accordingly, individuals holding positions of authority at the University must be aware of and sensitive to the potential conflict of interest, ethical concerns, and issues of sexual harassment that may occur in consensual relationships. Specifically, the parties to a consensual relationship must be aware that such relationships can create in co-workers and students perceived and real conflicts of interest. These relationships also create an environment of fear of unfair treatment in terms of promotions, grades, professional and/or educational opportunities, etc. This Policy outlines expectations for institutional and individual conduct that apply to all University faculty and staff members and students.

Article II. Consensual Relationships

Consensual romantic and sexual relationships between faculty and their students or between supervisors and their subordinates are inappropriate. Individuals should be aware that these relationships may create a perception of favoritism while the relationships continue. These relationships may be less consensual than perceived by the individual whose position confers power. The relationship also may be viewed in different ways by each of the parties, particularly in retrospect. Furthermore, circumstances may change and the conduct that was previously welcome may become unwelcome. If a sexual harassment complaint is subsequently filed, the argument that the relationship was consensual will be evaluated in light of the power differential in determining whether the University's Anti-Harassment Policy has been violated. Under these circumstances, it will be extremely difficult to use mutual consent as a defense.

Consensual Romantic or Sexual Relationships between Faculty/Staff and Students. A faculty or staff member who has educational, supervisory, evaluation, advising, coaching, or counseling responsibilities for students shall not assume or maintain those responsibilities for a student with whom the faculty or staff member has engaged in romantic or sexual relations, even if such relations were consensual. Whether such romantic or sexual relationships predate the assumption of educational, supervisory, evaluation, advising, coaching, or counseling responsibility for the student, or arise out of the educational relationship, the faculty or staff member shall immediately disclose the romantic or sexual relationship to his or her Unit Head or supervisor, who shall promptly arrange alternate oversight of the student.

Consensual Romantic or Sexual Relationships between Supervisors and Subordinates. If a romantic or sexual relationship exists or develops between a supervisor, manager, or administrator and an employee for whom he or she has professional responsibility, the individuals involved in the relationship must promptly consult the next highest level of supervision (e.g., a supervisor, department head, Vice President, Dean) to determine whether arrangements can be made to eliminate all conflicts of interest. If such arrangements can be made that do not disadvantage the subordinate and are acceptable to the supervisor, manager, or administrator, they must be documented, and ensure that the supervisor does not hire, supervise, advise, evaluate, or otherwise directly influence the subordinate's employment. Relationships between supervisors, managers, or administrators and their subordinates are prohibited when the working relationship is such that it is not possible to eliminate the conflicts of interest. Students employed by the University who supervise other student employees are covered by this section.

Consensual romantic or sexual relationships between students. Complaints concerning relationships between students are governed by the GVSU Student Code.

Article III. Disciplinary Actions

Disciplinary action will be taken against faculty or staff members who violate this Policy, either by entering into or engaging in a sexual relationship with a student or subordinate for whom he or she has educational, supervisory, evaluation, advisory, coaching, or counseling responsibilities or by failing to report such relationship or failing to cooperate in making alternative arrangements.

Article IV. Confidentiality

Confidentiality of the disclosure of consensual romantic or sexual relationships will be observed to the extent permitted by law and that is consistent with protecting the welfare of faculty, staff, and students and the interests of the University.

SEXUAL OR GENDER-BASED HARASSMENT (INCLUDING RETALIATION) POLICY

PC 9.3

Date of Last Update:

July 01, 2016

Approved By:

- President's Cabinet

Responsible Office:

Inclusion and Equity

POLICY STATEMENT

I.

Sexual or gender-based harassment is prohibited conduct at the University. No employee, student or other person at the University shall engage in sexual or gender based harassment. The University will take prompt and effective steps to end sexual or gender- based harassment; eliminate any hostile environment caused by sexual or gender-based harassment; prevent its recurrence; and remedy the discriminatory effects on the victim and others as appropriate. This policy and related procedures for addressing complaints of sexual and gender based harassment, apply to all University programs and activities, including those conducted off-campus. Where relevant, if the off-campus sexual or gender-based harassment did not occur in the context of a University program or activity, the University will consider the effects of such off-campus sexual or gender-based harassment when evaluating whether it creates a hostile environment on campus or in an off-campus education program or activity.

PROCEDURES

II. Reporting, Procedures & Notifications

1) Reports: Reports of sexual or gender-based harassment should be made immediately to the [Title IX Office](#) and can also be filed [online](#). Under Title IX, most University employees are considered “Responsible Employees” meaning they are required to report to the Title IX Office incidents of Sexual Misconduct that they observe or about which they learn. Professional counselors at the University who provide mental-health counseling are not considered “Responsible Employees” and, therefore, are not required to report any incident of Sexual Misconduct. Other resources are also available: see the following [link](#). Any inquiry concerning the application of Title IX may be referred to the Title IX Coordinator or to the [U.S. Department of Education Office of Civil Rights](#).

2) Procedures: [Procedures](#) for responding to reports of sexual or gender-based harassment are maintained by the Division of Inclusion and Equity. Procedures will be reviewed on an annual basis for proposed revision to be implemented the following academic year. Revisions to procedures are approved by the Vice President of Inclusion and Equity, in consultation with the President’s Cabinet. The University community (students and employees) will also be broadly consulted and periodically surveyed to obtain input on revisions.

3) Notifications: The University community will be notified, annually, of this policy and any revisions, inquiry contact information, and available resources and provided regular training regarding this policy as well as prevention and awareness education related to the prevention of and response to sexual and gender-based harassment.

DEFINITIONS

1) Sexual Harassment is any unwelcome sexual advance, request for sexual favors, or other unwanted conduct of a sexual nature, whether verbal, non-verbal, graphic, physical, or otherwise, when the conditions outlined in III.3. below. (Click [here](#) for examples of Sexual Harassment).

2) Gender-Based Harassment includes harassment based on gender, sexual orientation, transgender, gender non-conforming, transitioning, gender identity, or gender expression, which may include acts of aggression, intimidation, or hostility, whether verbal or non-verbal, graphic, physical, or otherwise, even if the acts do not involve conduct of a sexual nature, when the conditions outlined in 2)a. and/or 2)b., below, are present:

a. Submission to or rejection of such conduct is made, either explicitly or implicitly, a term or

condition of a person's employment, academic standing, or participation in any University programs and/or activities or is used as the basis for University decisions affecting the individual (often referred to as "quid pro quo" harassment); or,

b. Such conduct creates a hostile environment (See III.3. below).

c. Transgender, gender non-conforming, transitioning, gender identity, and gender expression definitions:

i. Transgender: An umbrella term that can be used to describe people whose gender identity and/or expression is different from their sex assigned at birth.

ii. Gender non-conforming: Describes people who have, or are perceived to have, gender characteristics and/or behaviors that do not conform to traditional or societal expectations.

iii. Transition/Transitioning: The process of changing one's gender from the sex assigned at birth to one's gender identity.

iv. Gender Identity: A personal, internal sense of oneself as, for example, male, female, both, or neither.

v. Gender Expression: The external appearance of one's gender identity, or how one represents one's gender through hair style, clothing, mannerisms, etc.

3) A "**hostile environment**" exists when the sexual or gender-based conduct is sufficiently severe, persistent, or pervasive that it unreasonably interferes with, limits, or deprives an individual from participating in or benefitting from the University's education or employment programs and/or activities.

a. In evaluating whether a hostile environment exists, the University will consider the totality of known circumstances, including, but not limited to:

i. The frequency, nature and severity of the conduct;

ii. Whether the conduct was physically threatening;

iii. The effect of the conduct on the Complainant's mental or emotional state;

iv. Whether the conduct was directed at more than one person;

v. Whether the conduct arose in the context of other discriminatory conduct (see Anti-Harassment Policy);

vi. Whether the conduct unreasonably interfered with the Complainant's educational or work performance and/or University programs or activities; and/or,

vii. Whether the conduct implicates concerns related to academic freedom or protected speech

b. A hostile environment based upon sex or gender can be created by persistent or pervasive conduct or by a single or isolated incident, if sufficiently severe. The more severe the conduct, the less need there is to show a repetitive series of incidents to prove a hostile environment, particularly if the conduct is physical; a single incident of sexual or gender-based harassment, for example, may be sufficiently severe to constitute a hostile environment. In contrast, the perceived offensiveness of a single verbal or written expression standing alone, is typically not sufficient to constitute a hostile environment. (Click [here](#) for examples of Gender-Based Harassment)

IV. Retaliation

1) Definition: Retaliation means any adverse action taken against a person for making a good faith report of prohibited conduct (see, generally, policies on Sexual Misconduct, Sexual or Gender-based Harassment, and Anti-Harassment) or participating in any proceeding under University policy or policies.

a. Retaliation includes threatening, intimidating, harassing, coercing or any other conduct that would discourage a reasonable person from engaging in activity protected under University policy or policies. b. Retaliation may be present even where there is a finding of “no responsibility” on the allegations of prohibited conduct. c. Retaliation does not include good faith actions lawfully pursued in response to a report of prohibited conduct.

2) Reporting: Acts of alleged retaliation should be reported immediately to the Vice President for Inclusion and Equity, or designees, and will be promptly investigated. The University will take appropriate steps to protect individuals who fear that they may be subjected to retaliation.

More information about Procedures related to this policy, and other useful information can be accessed at the following [link](#).

SEXUAL MISCONDUCT POLICY INCLUDING: SEXUAL ASSAULT, SEXUAL EXPLOITATION, INTIMATE PARTNER VIOLENCE (DOMESTIC OR DATING VIOLENCE), STALKING & RETALIATION

PC 9.4

Date of Last Update:

March 03, 2016

Approved By:

- President's Cabinet

Responsible Office:

Inclusion and Equity

POLICY STATEMENT

I. Sexual Misconduct is any conduct that is considered sexual assault, dating violence, domestic violence, stalking and sexual exploitation as those terms are defined by this policy. Sexual Misconduct is prohibited conduct at the University. No employee, student or other person at the University shall engage in Sexual Misconduct. The University will take prompt and effective steps to end Sexual Misconduct, eliminate any hostile environment caused by Sexual Misconduct, prevent its recurrence, and remedy the discriminatory effects on the victim and others as appropriate.

This policy and related procedures for addressing complaints of Sexual Misconduct apply to all University programs and activities, including those conducted off-campus. Where relevant, if the off-campus Sexual Misconduct did not occur in the context of a University program or activity, the University will consider the effects of such off campus Sexual Misconduct when evaluating whether it otherwise creates a hostile environment on campus or in an off-campus education program or activity.

PROCEDURES**II. Reporting, Procedures & Notifications**

1. Reporting: Reports of Sexual Misconduct should be made immediately to the [Title IX Office](#) and can also be [filed online](#). Under Title IX, most University employees are considered “Responsible Employees” meaning they are required to report to the Title IX Office incidents of Sexual Misconduct that they observe or about which they learn. Professional counselors at the University who provide mental-health counseling are not considered “Responsible Employees” and, therefore, are not required to report any incident of Sexual Misconduct. Other resources are also available: see the following [link](#). Any inquiry concerning the application of Title IX may be referred to the Title IX Coordinator or to the [U.S. Department of Education Office of Civil Rights](#).
2. Procedures: [Procedures](#) for responding to reports of Sexual Misconduct are maintained by the Division of Inclusion and Equity. Procedures will be reviewed on an annual basis for proposed revision to be normally implemented the following academic year. Revisions to procedures are approved by the Vice President of Inclusion and Equity, in consultation with the President’s Cabinet. The University community (students and employees) will also be broadly consulted and periodically surveyed to obtain input on revisions.

3. Notification: The University community will be notified, annually, of this policy and any revisions, inquiry contact information, and available resources and provided regular training regarding this policy as well as education related to the prevention and awareness of and response to Sexual Misconduct.

DEFINITIONS

III. Definitions

1. Sexual Assault is an offense that meets the definition of rape, fondling, incest, or statutory rape, as defined in the Federal Bureau of Investigation's (FBI) Uniform Crime Reporting (UCR) program, as having or attempting to have sexual intercourse or sexual contact with another individual by force or threat of force; without affirmative consent; or where the person is incapacitated.

2. Sexual Assault consists of (a.) Sexual Contact and/or (b.) Sexual Intercourse that occurs without (c.) Affirmative Consent.

a. **Sexual Contact** is any intentional sexual touching, however slight, with any object or body part (as described below), performed by a person upon another person.

i. Sexual Contact includes: (a) intentional touching of the breasts, buttocks, groin or genitals, whether clothed or unclothed, or intentionally touching another with any of these body parts; and (b) making another touch you or themselves with or on any of these body parts; (c) causing another to touch one's intimate parts, disrobing or exposure of another without permission.

b. **Rape** is sexual penetration, however slight, of another person without affirmative consent. Penetration can be of the mouth, vagina, or anus, and can be with a penis, tongue, finger, or foreign object.

c. **Sexual Intercourse** is vaginal or anal penetration, however slight, with any object or body part (as described below) performed by a person upon another person; and/or, oral penetration involving mouth to genital contact.

i. Sexual Intercourse includes: (a) vaginal penetration by a penis, object, tongue, or finger; (b) anal penetration by a penis, object, tongue, or finger; and (c) any contact, no matter how slight, between the mouth of one person and the genitalia of another person.

d. **Affirmative Consent** is informed (knowing); voluntary (freely given); and, active (not passive), meaning that, through the demonstration of clear words or actions, a person has indicated permission to engage in mutually agreed-upon sexual activity and the consenting person is not incapacitated as defined by this policy.

i. Affirmative Consent cannot be obtained by Force. Force includes: (a) the use of physical violence, (b) threats, (c) intimidation, and/or (d) coercion.

1. *Physical violence* means that a person is exerting control over another person through the use of physical force. Examples of physical violence include but are not limited to hitting, punching, slapping, kicking, restraining, strangling, and brandishing or using any weapon.

2. *Threats* are words or actions that would compel a reasonable person to engage in unwanted sexual activity. Examples include threats to harm a person physically, to reveal private information to harm a person's reputation, or to cause a person academic or economic harm.

3. *Intimidation* is an implied threat that menaces or causes reasonable fear in another person. A person's size, alone, does not constitute intimidation; however, a person's size may be used in a way that constitutes intimidation (e.g., blocking access to an exit).

4. *Coercion* is the use of an unreasonable amount of pressure to gain sexual access. Coercion is more than an effort to persuade, entice, or attract another person to have sex. When a person makes clear a decision not to participate in a particular form of Sexual Contact or Sexual Intercourse, a decision to stop, or a decision not to go beyond a certain sexual interaction, continued pressure can be coercive. In evaluating whether coercion was used, the University will consider: (i) the frequency of the application of the pressure, (ii) the intensity of the pressure, (iii) the degree of isolation of the person being pressured, and (iv) the duration of the pressure.

ii. Affirmative Consent cannot be gained by taking advantage of the incapacitation of another, where the person initiating sexual activity knew or reasonably should have known that the other was incapacitated.

1. Incapacitation means that a person lacks the ability to make informed, rational judgments about whether or not to engage in sexual activity.

2. Incapacitation is such that it renders the person incapable of self-care and protection. Incapacitation could be the result of alcohol or other drugs or due to a temporary or permanent physical or mental health condition.

iii. Affirmative Consent to one form of sexual activity does not, by itself, constitute Affirmative Consent to another form of sexual activity.

IV. Intimate Partner Violence

Intimate Partner Violence is any act of Domestic Violence or Dating Violence as defined by this Policy.

1. Domestic Violence is any act of violence committed by any of the following individuals: (a) a current or former spouse or intimate partner of the victim; (b) person with whom the victim

shares a child in common; (c) person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner; and/or, (d) a resident or former resident of the victim's household in the event such household residents have a current or prior intimate relationship.

a. An incident of domestic violence can consist of a single act of violence or a pattern of violent acts that includes, but is not limited to, sexual or physical abuse, or the threat to engage in such abuse.

2. Dating Violence is any act of violence committed by a person who is, or has been, in a social relationship of a romantic or intimate nature with the victim that does not fall within the definition of "domestic violence."

a. Dating violence includes, but is not limited to, sexual or physical abuse or assault or the threat of such abuse or assault.

b. For the purposes of determining Intimate Partner Violence, whether the relationship is of a romantic or intimate nature is determined by a variety of factors, including: (a) the length of the relationship, (b) the type of relationship, and (c) the frequency of interaction between the persons involved in the relationship.

c. A relationship of a romantic or intimate nature means a relationship that is characterized by the expectation of affection or sexual involvement between the parties.

d. An incident of dating violence can consist of a single act of violence or a pattern of violent acts that includes, but is not limited to, sexual or physical abuse, or the threat to engage in such abuse.

V. Stalking

1. **Stalking** occurs when a person engages in a course of conduct directed at a specific person under circumstances that would cause a reasonable person to fear bodily injury or to experience substantial emotional distress.

a. Course of conduct means two or more acts, including but not limited to acts in which a person directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about another person, or interferes with another person's property.

b. Reasonable person means a reasonable person under similar circumstances.

c. Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

2. Stalking includes “cyber-stalking,” a particular form of stalking in which a person uses electronic media, such as the internet, social networks, blogs, cell phones, texts, or other similar devices or forms of contact. This policy prohibits all stalking, not just stalking that occurs within the context of a relationship.

VI. Sexual Exploitation

Sexual Exploitation is purposely or knowingly doing any of the following:

1. Causing the incapacitation of another person (through alcohol, drugs, or any other means) for the purpose of compromising that person’s ability to give Affirmative Consent (see Section III.2)d.) to sexual activity;
2. Allowing third parties to observe private sexual activity from a (a) hidden location (e.g., closet), or (b) through electronic means (e.g., Skype or live streaming of images);
3. Engaging in voyeurism (e.g., watching private sexual activity without the consent of the participants or viewing another person’s intimate parts (including genitalia, groin, breasts or buttocks) in a place where that person would have a reasonable expectation of privacy);
4. Recording or photographing private sexual activity and/or a person’s intimate parts (including genitalia, groin, breasts or buttocks) without consent;
5. Disseminating or posting images of private sexual activity and/or a person’s intimate parts (including genitalia, groin, breasts or buttocks) without consent;
6. Knowingly exposing another person to a sexually transmitted infection or virus without the other’s knowledge;
7. Arranging for others to have non-consensual sexual contact, as defined by the Sexual Misconduct policy, with a non-consenting person.

VII. Retaliation

1. Definition: Retaliation means any adverse action taken against a person for making a good faith report of prohibited conduct (see, generally, policies on [Sexual Misconduct](#), [Sexual or Gender-based Harassment](#), and [Anti-Harassment](#)) or participating in any proceeding under University policy or policies.

a. Retaliation includes threatening, intimidating, harassing, coercing or any other conduct that would discourage a reasonable person from engaging in activity protected under University policy or policies.

b. Retaliation may be present even where there is a finding of “no responsibility” on the allegations of prohibited conduct.

c. Retaliation does not include good faith actions lawfully pursued in response to a report of prohibited conduct.

2. **Reporting:** Acts of alleged retaliation should be reported immediately to the Vice President for Inclusion and Equity, or designees, and will be promptly investigated. The University will take appropriate steps to protect individuals who fear that they may be subjected to retaliation.

More information about Procedures related to this policy, and other useful information can be accessed at the following [link](#).

DISABILITY ACCOMMODATION POLICY FOR FACULTY AND STAFF

PC 9.5

Date of Last Update:

September 16, 2013

Approved By:

- President's Cabinet

Responsible Office:

Inclusion and Equity

POLICY STATEMENT

Grand Valley State University is committed to the fundamental academic principles of equity and accessibility by providing all faculty, staff and students with access to the University's programs, services, events and activities. The aim of this policy is to support an inclusive academic environment by incorporating design concepts that reduce or remove barriers. University faculty or staff members who are persons with a disability are not required to identify themselves as persons with a disability or to request an accommodation. However, the University cannot accommodate an individual who does not inform the University about his/her disability and his/her need for an accommodation. A faculty or staff member seeking an accommodation must request it by submitting their request to the Disability Support Resources Office following its procedures.

PROCEDURES

The Disability Support Resources Accommodation Process

To request an accommodation, a University faculty or staff member must:

- A. Self-identify as a person with a disability by application to the Disability Support Resources office (DSR). It should be noted that The University conducts a survey of faculty and staff for statistical purposes and this does not constitute a method of self identification consistent with this policy. If a faculty or staff member requests an accommodation, the supervisor/unit administrator should refer the faculty or staff member to the DSR or its web site at <http://www.gvsu.edu/dsr/>
- B. Provide documentation of the disability; and
- C. Indicate in the application to the Disability Support Resources office, his/her need for accommodation and provide supporting medical documentation from an appropriate professional, if requested by the Disability Support Resources office. The medical professional must have first-hand knowledge of the condition and a familiarity with the physical, emotional and cognitive demands of the disability.

Once an application has been submitted to the DSR, a DSR advisor will review the application and may contact the faculty or staff member who submitted the application. The advisor will contact the supervisor/unit administrator and discuss whether an accommodation is warranted, explore possible accommodations, and assess the effectiveness each would have in enabling the faculty or staff member to perform his/her job including the following:

- A. The essential job functions of the position. The essential functions are the fundamental job duties of the employment position at issue. To be qualified for a position, an individual must be able to perform the essential functions of the job, with or without a reasonable accommodation.
- B. The faculty or staff member's ability to perform essential job functions with or without a reasonable accommodation; and,
- C. Possible types of reasonable accommodations, if any are needed.

Reasonable accommodations vary depending on the circumstances of each case. In evaluating alternatives for accommodation, the preferences of the individual are considered, but the ultimate decision regarding what type of accommodation, if any, will be provided is made by the University. Nothing in this document shall be construed to waive the University's right to contest whether a faculty or staff member is disabled or is entitled to an accommodation.

Medical documentation, as well as other related materials, will be maintained at DSR. Such documentation is kept confidential, except as necessary to administer the accommodation process or otherwise permitted by law. Such documentation may be shared only with those individuals involved in the accommodation process on an as needed basis.

During the accommodation request process, DSR may:

- A. Request additional documentation;
- B. Consult with Human Resource Office;
- C. Evaluate whether any accommodation is needed and, if it is, whether an accommodation is reasonable and should be made (this evaluation may include preparing cost estimates);
- D. Assess various accommodations;
- E. Identify alternative accommodations or solutions;
- F. Provide information from resources about the capabilities of persons with similar disabilities and the tools/techniques they use;
- G. Determine a reasonable accommodation, if appropriate;
- H. Provide a written determination to the department/unit and faculty or staff member;
- I. Explain the department/unit's responsibility to fund an accepted accommodation or seek alternative funding, if needed;

DSR makes a determination regarding implementation of accommodations. DSR will consider each request for reasonable accommodation and determine: (1) whether the accommodation is needed, (2) if needed, whether the accommodation would be effective, and (3) if effective, whether providing the reasonable accommodation would impose an undue hardship.

Appeals

If a faculty or staff member or supervisor/unit administrator disagrees with the DSR determination, the decision may be appealed to the Vice President of Inclusion and Equity, in writing to:

Vice President of Inclusion and Equity
4035 James H. Zumberge Hall
Allendale, MI 49401
Office number: (616) 331-3296

Retaliation

Retaliation against a faculty or staff member who requests an accommodation is prohibited.

Individuals who feel that they have experienced retaliation may contact the [Division of Inclusion and Equity](#)

Refer Questions to:

Disability Support Resources
4015 James H. Zumberge Hall
Allendale, MI 49401

616/331-2490

616/355-3270 (TDD)

616/331-3880 (Fax)

[Website: www.gvsu.edu/dsr](http://www.gvsu.edu/dsr)

RELIGIOUS INCLUSION POLICY

PC 9.6

Date of Last Update:

November 19, 2012

Approved By:

- President's Cabinet

Responsible Office:

Inclusion and Equity/Office of Affirmative Action

POLICY STATEMENT

Possessing and mastering a range of thoughtful perspectives is necessary for open inquiry, a liberal education, and a healthy community. Recognizing this, the University seeks to include, engage, and support a diverse group of students, faculty, and staff. The institution values a multiplicity of opinions and backgrounds, and is dedicated to incorporating multiple voices and experiences into every aspect of its operations. We are committed to building institutional capacity and strengthening our liberal education through providing an inclusive environment for all of our University constituents.

Purpose

Many University students, staff, and faculty observe religious traditions from a variety of religions. This Religious Inclusion Policy (“Policy”) acknowledges the right of students, staff, and faculty to engage in religious observances. The University is committed to accommodate the

exercise of that right.

The University acknowledges that conflicts in scheduling mandatory academic requirements and employment obligations with religious observances are inevitable. Although the University does not observe religious holidays, it recognizes that there are a number of religious holidays that affect significant numbers of our students, staff, and faculty. This Policy is intended to provide clarity to students, staff, and faculty who seek accommodation to practice their faith.

PROCEDURES

Accommodations

Grand Valley State University will make a reasonable effort to allow its students, staff, or faculty to be away from work or a class to observe their religious beliefs, except where accommodating the request would result in undue hardship on the University in its mission, operation or in meeting its academic standards. The University provides quiet areas for student, staff, and faculty reflection, meditation, and prayer. A list of these quiet areas may be found on the Inclusion and Equity webpage.

Faculty should be sensitive to the observance of religious holidays so that students who miss classes to practice their faith are not disadvantaged. A list of religious holidays is found on the Inclusion and Equity website. Please note that this list is meant to be inclusive of most major religious traditions (although certainly not comprehensive), and that religious holidays have no official status at the University.

Faculty should make every effort to avoid scheduling examinations or assigning work that is due on religious holidays. Some religious holidays begin at sundown on the evening before the published date of the holiday. Consequently, faculty should avoid scheduling late afternoon exams on these days.

Faculty shall not penalize any student who has properly notified the faculty member by complying with the Request Accommodation Procedure for his/her absence in classes, examination, or assignments. Faculty should accept a student's claim of a scheduling conflict on religious grounds at face value. If class attendance is required by the faculty member, classes missed to observe a religious holiday may not be counted as an absence.

Faculty must provide a reasonable opportunity for such a student to make up missed assignments and examinations within a reasonable time period before or after the student's absence, provided the student has properly notified the faculty member by submitting a Request Accommodation Form. Faculty must give the student the opportunity to do appropriate make-up work that is no more difficult or time-consuming than the original exam or assignment.

Nothing in this Policy, however, exempts a student from meeting course requirements or completing assignments. The faculty member may respond appropriately if the student fails to satisfactorily complete the make-up assignment or examination.

Further, when scheduling university events and activities, such as Family Weekend, Commencement, Convocation, and University sponsored conferences, planners should consult the list of religious holidays on the Inclusion and Equity website before selecting the date and time to ensure inclusiveness.

Religious Accommodation Procedure

All requests for accommodation for religious observance should be made in the following manner:

Students: Faculty should inform students of all examination dates and assignment deadlines at the start of each semester in the class syllabus. If a conflict with a religious observance exists, students must request a religious accommodation from their faculty within the first two weeks of each semester or as soon as reasonably possible after the instructor announces a particular mandatory class, examination, or assignment so that alternative arrangements can be made for any class, examinations, or assignments missed. If an accommodation is needed within the first two weeks of the semester, the student must provide the faculty member with reasonable advance notice of the need for accommodation. Requests for accommodation must be made through a Religious Accommodation Form, which may be found at the Dean of Students Office, the Office of Affirmative Action or under “Forms” at www.gvsu.edu/inclusion. It is the student’s responsibility to provide faculty with reasonable notice of the need for accommodation and the timing of the notice may be taken into account in determining whether granting the request would create an undue hardship.

The faculty member and the student should discuss and agree upon what would constitute a reasonable accommodation in each given case. If the student and faculty member agree upon an accommodation, the accommodation must be carried out and disclosed on the Religious Accommodation Form. The completed Religious Accommodation Form shall be filed by the faculty member in the Dean of Students Office.

If the student and faculty member cannot agree on an accommodation, either party may bring the matter to the Unit Head to determine the accommodation. Either party may appeal the Unit Head’s decision to the Dean, who will make a final binding decision.

Where a student has obligations to a placement site (e.g. internships), that student must also work out arrangements with the placement site to make up for missed responsibilities or duties.

Staff: The use of vacation and personal leave is governed by the staff member’s respective Board

of Trustees' Policies, Staff Handbook, or Collective Bargaining Agreement. Vacation days requested for the express purpose of religious observance will not be unreasonably denied by the staff member's supervisor if the staff member has accrued vacation leave or is eligible for personal leave and the granting of leave or vacation time will not result in undue hardship for GVSU.

Faculty. The use of vacation and personal leave is governed by the Faculty Handbook. Requests by a faculty member for leave for religious accommodation, however, shall be considered under this Policy if the faculty member has made arrangements for any missed classes and the granting of the leave will not result in undue hardship for GVSU. Faculty that miss class time due to a religious observance must make alternate arrangements for that time with his or her Unit Head. If the Unit Head denies the request, the faculty member may appeal to the Dean, who will have final decision authority over the request.

Nothing in this Policy exempts a GVSU faculty or staff member from fulfilling their job responsibilities.

Confidentiality

Although discretion will be exercised, a guarantee of confidentiality or anonymity cannot be made because the determination of a reasonable religious accommodation will involve discussions with other parties. Information about the request for religious accommodation will be revealed only as the deliberation process requires. Discretion will be observed to the extent permitted by law and that is consistent with protecting the welfare of the students, staff, and faculty and the interests of the University.

Retaliation

Any attempt to retaliate against an individual who files a religious accommodation request or otherwise utilizes this Policy is prohibited.

WEB ACCESSIBILITY POLICY

PC 9.7

Date of Last Update:

November 12, 2018

Approved By:

- President's Cabinet

Responsible Office:

POLICY STATEMENT

Grand Valley State University is committed to the fundamental academic principles of equity and accessibility by providing all students and staff with equitable access to the University's programs, services, events and staff development activities. The aim of this policy is to support an inclusive academic environment by incorporating design concepts that reduce or remove barriers to our websites or to provide equally effective alternative access.

This policy establishes minimum standards for the accessibility of web-based information and services considered necessary to meet the University's goals and ensure compliance with applicable law. The University has assigned web accessibility responsibilities to its Americans with Disabilities Act Coordinator and Web Manager, or their designees.

This policy applies to all official web pages and associated web-based services developed by or for a college, school, department, program, or unit of the University.

The University will ensure that new online content and functionality developed, procured, or used will be fully accessible to individuals with disabilities. This action will include any staff training that may be necessary to ensure full implementation.

All new web pages published by any University college, school, department, program, or unit on or after the effective date of this policy must conform to [WCAG 2.0 Level AA Technologies Accessibility Standards](#) and this policy.

For existing online content, the University has: developed a strategy for identifying inaccessible content and functionality for individuals with disabilities; developed a notice to person with disabilities regarding how to request that the University provide access to online information or functionality; prominently posted this notice on its home page and throughout its website; and developed a process to ensure that, upon request, inaccessible content and functionality will be made accessible in an expedient manner.

Each web site must contain a link to report accessibility issues, or to request an accessible version, should users have trouble accessing content within the site. This would usually be the site administrator or content author.

PROCEDURES

Training

Accessibility training will be provided and required of all faculty, staff and other authorized

representatives prior to being given access to manage any online content through the Content Management System (CMS) or through remote access to a web server (FTP, SFTP, SSH, etc.).

This training will help content administrators produce accessible content, and assess and correct content that may be inaccessible. All content administrators will be required to attend Accessibility Training on an annual basis as long as they manage online content.

Enforcement

If necessary, at the discretion of the Web Accessibility Coordinators or their designees, some or all non-compliant portions of the web pages and resources may be taken offline, or brought into compliance by designated staff or contractors.

Purchasing of Outside Content

All web-based content and systems, whether developed internally or obtained from third-parties that the University chooses to make available, is expected to conform to accessibility standards set forth in this policy. Accessibility of these technologies should be verified by University staff with demonstrated ability in accessibility evaluation. This verification process should be accomplished through hands-on evaluation of the product, prior to purchase.

When evaluating third-party products, it is advisable to choose the most accessible product in the space. However, not always will there be accessible choices, or the most accessible choice may not align with other dominant selection criteria. In cases where a product with limited accessibility has been purchased, interim, equivalent accommodations documented in an approved ADA exception should be in place until the service can be made accessible.

Contact Information

Any concerns with the accessibility of online content should be directed to the Americans with Disabilities Act Coordinator, 4035 James H. Zumberge Hall, 616-331-3296 and/or Web Manager, 2090 James H. Zumberge Hall, 616-331-2525 or their designees who serve as the University's Web Accessibility Coordinators. You may also utilize the Section 504 and Title II grievance procedures found at <http://www.gvsu.edu/accessibility>.

MINORS ON CAMPUS POLICY

PC 9.8

Date of Last Update:

August 20, 2018

Approved By:

- President's Cabinet

Responsible Office:

Human Resources

POLICY SCOPE

“Grand Valley is committed to strengthening our living, learning, and working environment by recognizing and removing the barriers to full participation and providing a safe, inclusive, vibrant community for all.” -- *Inclusiveness* core value section of [the University's Strategic Plan](#).

Grand Valley State University is committed to being a safe and healthy environment for all. This includes students, faculty, staff, and campus visitors, especially those who are minors. As a public university open to everyone, the University welcomes children and teenagers on our campuses for a variety of programs and activities planned by the University or by outside organizations. In all situations, adults are expected to be positive role models for minors, acting in a respectful and responsible manner consistent with the mission and values of the University. To promote this vision, the University publishes and enforces policies, procedures, and guidelines that have the goal of promoting health, safety, and security for [minors on our campuses](#).

“Minors” are persons under the age of eighteen (18), and the term “Minor,” “Minors,” “Child,” and “Children” are used interchangeably in this policy. Further definitions may be found below. This policy addresses the following situations:

- A Minor will be physically present and participating in a University-sponsored program or activity, either taking place on University property or under the authority and/or direction of the University at other locations (this includes academic and sports camps);
- A Minor child will be physically present and participating in a program or activity at the University that is sponsored by a third party (this includes programs for K-12 students sponsored by a school system);
- A Minor is enrolled in one or more courses on campus, either as a matriculated student, a guest student from another institution of higher education, or a dual-enrolled student; or,
- Other events where Minors are physically present at the University, such as situations when parents/legal guardians are expected to accompany and provide supervision to Minors in their care (this includes Admissions activities and events and performances open to the public).

POLICY STATEMENT

I. Requirements of Programs that Involve Minors

Programs are typically workshops, sports camps, academic camps, conferences, and similar activities. Some activities that are exempt from Section I can be found in Sections III-V.

A Sponsoring Unit offering or approving a [Program](#) that involves Minors or provides University housing for Minors participating in a Program, whether utilizing University housing or not, shall abide by the following:

1. Waiver or release forms: participation, medical treatment, use of photographs and other media: All Minors participating in a University Program must provide a waiver or release form for participation in the program, medical treatment authorization, and use of photographs and other media by the University. This can be one form or several, and all forms must be signed by a [Parent, Legal Guardian, or Foster Parent](#) prior to their participation in a Program.
2. Behavior of Minors on Campus. Minors are to be held to the same standards of behavior expected of enrolled students, as described in [University policies](#).
3. Information maintained by Programs. All Programs shall maintain an up-to-date list of all Program times and dates, locations, attendance information (names, ages and emergency contacts for Program Participants); list of all Authorized Adults, documentation of their training (item #5 below) and background check (item #6 below) for the Program; and a Program contact, so that in the event of an emergency, appropriate measures may be taken. All Programs must establish a procedure for the notification of a Program Participant's Parent/Legal Guardian/Foster Parent in the case of an emergency, which might include medical or behavioral issues involving the Minor, or changes in the Program due to unforeseen and significant disruptions. Parents/Legal Guardians/Foster Parents must also be given contact information in a manner in which the Program Participant can be contacted while the Program is in session. All information, including release forms, shall be retained by the Sponsoring Unit for five years after the Program ends.
4. Supervision of Minors. All Programs must provide adequate supervision of Minors while they are on Campus. One-on-One Contact with Minors is discouraged, unless in public spaces. In general, it is required that two or more Authorized Adult will be involved in activities where Minors are present. Parents/Legal Guardians/Foster Parents may sign a waiver giving consent for their Child to be alone with an Authorized Adult. (For example, if music lessons are being provided by an adult instructor.) Exceptions in rare circumstances may also be granted (see below).
5. Training of Authorized Adults. Each [Authorized Adult](#), who is not the Minor's Parent, Legal Guardian, Foster Parent or an adult designated by the Parent or Legal Guardian, who will be participating with Minors in a Program, shall complete training in the conduct and reporting requirements of this policy. This training is given to maximize the protection of Minors

from abuse of any kind. The appropriate vice president, dean, unit head, or area director may enhance and/or supplement the required training Program to meet specific needs of the particular Program involved. Documentation that the Authorized Adults have been trained should be maintained by a designated and identified member of the Program's Sponsoring Unit for five years.

6. Background checks of Authorized Adults. All Authorized Adults in the Program must complete and submit the Authorization for Release of Information for Background Check form to Human Resources. Background checks must be completed every five years. (See also [PC 10.7 Volunteers Policy](#), for Authorized Adults who are not University employees.)
7. Procedures for release of Minors. All Programs must establish a procedure for the pick-up and drop-off of Program Participants, specifying times and locations. The Authorized Adult(s) overseeing the pick-up and drop-off of Program Participants shall remain at the specified location until all Minors have been released. If a minor is not picked up, the Authorized Adult(s) will contact the parent or guardian, the program director and finally, Grand Valley Department of Public Safety if needed.

In rare circumstances, strict adherence to this policy's requirements may not always be feasible or be the best practice for managing risk. If a Program can justify an exception in consultation with and with approval from Human Resources, or, when appropriate, obtain written consent by the Parent/Legal Guardian/Foster Parent for the parameters applicable to the Program, certain requirements under this policy may be waived. Such waivers will be considered on a case-by-case basis.

II. Conduct Requirements of Authorized Adults

All Authorized Adults, participating in Programs and activities covered by this policy, should be positive role models and act in a caring, honest, respectful, and responsible manner. They are required to comply with all applicable laws and University policy. In addition, at all times, they shall:

1. In general, avoid One-on-One Contact with Minors, unless in public spaces. Two or more Authorized Adults must be involved in Programs where Minors are present unless a waiver has been signed or an exception has been granted.
2. Have separate accommodations from the Minors. An Authorized Adult should not have One-on-One Contact by entering a Minor's room, bathroom facility, or similar area without another Authorized Adult in attendance.
3. Not take photographs or digital images of Minors other than specified in the waiver for photography (see Section I.1).
4. Not engage in private communication not pertaining to Program matters with a Minor by email, telephone, text message, social media, or any other method at any time, except

when there is a clear educational purpose and the communication is consistent with the mission of the University.

5. Not meet with Minors outside of established times for Program activities. Any exceptions require written Parent/Legal Guardian/Foster Parent authorization and must include more than one Authorized Adult from the Program.
6. In the presence of a Minor or during any University Program, not engage in any sexual activity or romantic conversations, or sexually explicit comments.
7. Not possess, have within reach and/or share sexually-oriented printed or computerized or portable materials (magazines, cards, videos, films, clothing, smartphones, etc.) in any form available to Minors participating in Programs or activities covered by this policy or assist them in any way in gaining access to such materials. The one exception would be legitimate sexual education Programs in which the Minor's Parent/Legal Guardian/Foster Parent have given prior written consent.
8. Not engage in abusive conduct of any kind toward, or in the presence of, a Minor. For example, no Authorized Adult shall strike, hit, administer corporal punishment or touch in an abusive or illegal manner any Minor. If necessary, touching should only be in the open, in response to the Minor's immediate physical needs, for a purpose that is consistent with the Program's mission and culture, or for a clear educational, development, safety, or health-related purpose (i.e., treatment of an injury).
9. Not possess fireworks, firearms, knives, or other weapons, unless being used for an officially sanctioned and approved instructional Program. (See also the Weapons policy [[PC 6.27](#)].)
10. Not transport Minors, except as specifically authorized in writing by the Minor's Parent/Legal Guardian/Foster Parent, or in the case of an emergency.
11. Not engage in the use of alcohol or illegal drugs, or be under the influence of alcohol or illegal drugs, during such Programs or activities. (See also the Alcohol and Other Drugs policy [[PC 5.1](#)].)
12. Respect and adhere to any resistance from the Minor unless it is a life-threatening emergency.
13. Not continue to participate in Programs or activities if an allegation of prohibited or illegal conduct has been made against an Authorized Adult covered by this Policy until such allegation has been satisfactorily resolved and future participation in Programs is permitted by the University.
14. Not engage in any activity that violates the policies of the University (www.gvsu.edu/policies). This includes the harassment policies [[PC 9.1](#), [PC 9.3](#)], the Sexual Misconduct policy [[PC 9.4](#)], and the Religious Inclusion policy [[PC 9.6](#)].

Those who do not meet the prescribed standards of behavior may be asked to leave the Campus

and/or Program and may be subject to expulsion from the Program, suspension of attendance, being issued a “no-trespass” order by Public Safety, or disciplinary action up to and including termination of employment. (See also Section VII of this policy.)

The behavioral requirements in this policy are not meant to preclude enrolled University students from developing appropriate friendships with Minors who are close in age to the enrolled student; rather, the requirements are meant to protect Minors from abusive or illegal contact and inappropriate relationships.

III. Third Party Programs Held on University Property

Third Parties using University facilities for events that involve Minors shall operate within all policies and requirements to use University facilities. In addition, adults who interact with Minors in these activities shall conform to the conduct requirements in Section II of this policy.

IV. Minors Enrolled in Courses

Minors who are matriculated students of the University, guest students from other institutions, or dual-enrolled students are subject to all [university policies](#). Adults who interact with Minor students (e.g. faculty teaching courses, academic advisors) are also subject to all [university policies](#). and shall conform to the conduct requirements in Section II of this policy. The requirements of Section I of this policy do not apply.

V. Minors at the University Who Are Not Participating in a Program

1. Minors brought to Campus by an employee, student, or visitor, and who are not participating in a Program by a Sponsoring Unit, are the sole responsibility of the employee, student, or visitor. The person bringing the child to Campus is responsible for all aspects of the Minor's behavior including the Minor's safety and is financially responsible for any damages caused by the Minor.
2. Minors are permitted at events and venues open to the public. However, the University reserves the right to determine, in its sole discretion, whether selected events or venues are appropriate for unescorted or unsupervised Minors.
3. In the event a Minor is on Campus and 1) is unsupervised by an adult, 2) they are not a Participant in a University Program, and 3) they are not a Participant in a Third Party Program (Section III), they may be required to leave the Campus.

Activities for which this Section V of the policy is relevant include:

- Events or performances on Campus that are open to the general public (e.g., athletic competitions, plays, concerts);
- Pre-enrollment visits such as admission, recruiting, and orientation events;
- Services provided by the Campus Health Center or other similar On-Campus clinical

services during which a Minor is under the supervision of a Parent/Guardian/Foster Parent or a clinical provider;

- Non-residential field trips to Campus supervised by a Minor's school or organization;
- Private, personal events (e.g., birthday parties, weddings) for which the user has a separate, signed agreement with the University to use space on Campus.

The following activities are exempt from this policy: Off-campus clinical, practicum, internships, student teaching, or similar experiences in which (1) University students (undergraduate or graduate) interact with Minors as part of the experience and (2) are supervised by a third party. This also includes Off-Campus events in which registered student organizations participate with third-party organizations.

VI. Reporting Requirements

Reporting requirements of suspected child abuse or other illegal conduct towards a Minor shall be in accordance with applicable federal, state and local laws. In particular, see:

- [State of Michigan Department of Health and Human Services rules on reporting abuse and neglect](#). (This page includes indicators of child abuse and/or neglect and the State of Michigan's definition of "Mandatory Reporters".)

Individuals who witness or suspect child abuse should not conduct an investigation or delay in notifying the appropriate authorities **via 911**. Such actions could taint any appropriate criminal or administrative investigation and render evidence inadmissible.

In addition, the University's Police Department/Public Safety site provides up-to-date definitions of unlawful behavior:

<https://www.gvsu.edu/gvpsd/title-ix-and-campus-security-authority-report-141.htm>

VII. Additional Considerations

1. When an Authorized Adult or other person has been alleged to engage in inappropriate conduct with a Minor, that individual must discontinue any further participation in Programs covered by this policy until such allegation has been satisfactorily resolved and he or she has been given written permission by the University to participate again in Programs. Resolution of the allegation will involve appropriate investigatory steps, and any written permission to continue participation (or participate in the future) in a Program covered by this policy must be coordinated with Human Resources.
2. Any person that requires accommodations due to a disability, while visiting campus must inform the Sponsoring Unit of their needs.

VIII. Interaction with Other Standards, Practices, and Requirements

Nothing in this policy is meant to supersede or replace the standards of practice of other entities in responding to child abuse, suspected incidents of child abuse or threats of child abuse. Satisfying the requirements of this policy does not relieve a person from any obligation to follow the protocols of another entity that may apply to the particular incident. Individual University units maintain the discretion to impose safety measures beyond those required by this policy on University Programs they sponsor or oversee. Additionally, all state and federal requirements must be followed.

PROCEDURES

Human Resources may develop forms and [guidelines](#) to assist Programs that wish to work with Minors on Campus. In addition, Human Resources will conduct random audits annually to ensure compliance with this policy.

DEFINITIONS

Definitions

1. “Authorized Adult” is an individual, age 18 and older, paid or unpaid, who supervises, chaperones, or otherwise works with Minors in Program activities, or recreational, and/or residential facilities. This includes but is not limited to faculty, employees, student employees, staff, [volunteers](#), graduate and undergraduate students, interns, teachers, employees provided by temporary agencies, third-party hosts, and independent contractors/consultants. The role of Authorized Adult may include positions such as counselors, chaperones, coaches, instructors, and other similarly situated persons. Temporary guest speakers, presenters and other individuals who have no direct contact or only incidental contact with Program Participants, other than as short-term activities supervised by Program staff, are not considered Authorized Adults but are still expected to conform to the conduct requirements in Section II of this policy.
2. “Campus” includes all domestic real property owned or leased by the University and can include any of its campuses.
3. “Parent” is the natural Parent or adoptive Parent as recognized under the law, of a Minor child whose parental rights and responsibilities have not been terminated under applicable law. “Legal Guardian” is any person appointed under applicable law to have the care and management of the person, the estate, or both of a Minor. “Foster Parent” is a person appointed by the court to temporarily provide the care and management of the minor child.
4. “One-on-One Contact” is personal, unsupervised interaction between any Authorized Adult and a single Program Participant Minor without at least one other Authorized Adult, Parent

or Legal Guardian being present. Unless in public spaces, such contact is to be avoided by all adults on Campus, whether considered an Authorized Adult under this policy or not.

5. “Program” or “Programs” are programs and activities offered by various academic or administrative units of the University, whether on University property or not, that potentially will include Minors as Program Participants. This includes but is not limited to workshops, sports camps, academic camps, conferences, and similar activities.

6. “Program Participants” are Minors who are involved in University-sponsored Programs both on and off Campus.

7. “Sponsoring Unit” is the academic or administrative unit of the University that offers a Program or gives approval for housing or other use of facilities.

CONFLICT OF INTEREST POLICY

PC 10.1

Date of Last Update:

August 13, 2012

Approved By:

- President's Cabinet

Responsible Office:

Legal, Compliance & Risk Management

POLICY STATEMENT

In the pursuit of its mission, Grand Valley State University through its Board of Trustees, President’s Cabinet, faculty, staff and other representatives operates with the highest level of ethical behavior including, but not limited to, acting with integrity, reasonableness and fairness in our dealings, and avoiding bias or undue influence. Consistent with these values, the Board of Trustees has adopted institutional policies for identifying and managing potential, actual and perceived conflict of interest situations:

- Grand Valley State University Board of Trustees' Policies BOT 4.1.6: Conflict of Interest

1. **Employment.** Appointment of any relative of a faculty or staff member must be approved by the president in advance of the appointment in order to insure that no conflicts of interest exist. Each appointing officer must insure that no conflicts of interest exist in matters of

appointment, retention, promotion, termination, assignment or other conditions of employment for relatives of faculty or staff members within his or her unit.

2. **Financial.** It shall be the responsibility of the president (or his/her designee) to insure that conflicts of financial interest do not occur, and to take such steps to protect the university as seem to be required. The university respects the rights of its faculty and staff members in their activities outside their employment, which are private in nature and which in no way conflict with or reflect upon the university.
3. **Political Candidates or Office Holder.** The university affirms the rights of its faculty and staff members as citizens to be active in political affairs, which do not conflict with the professional standards and ethics of their employment. It shall be the responsibility of the president (or his/her designee) to ensure that conflicts involving professional standards and ethics do not occur with Grand Valley State University faculty and staff members who are political candidates or office holders, and to take such steps to protect the university as may be required

- Grand Valley State University Board of Trustees' Policies, 6.16: Economic Development

Consistent with its public service mission, the University has a responsibility for supporting the economic development of the state, particularly west Michigan through a variety of initiatives including but not limited to the Van Andel Global Trade Institute, the West Michigan Science and Technology Initiative through the Grand Rapids SmartZone and the Muskegon SmartZone. These efforts will involve the development and commercialization of intellectual property using University resources, which may result in royalty or ownership interests for the benefit of the University. In compliance with MCL 15.321 et. seq, the President must review any conflict of interest and authorize such activities as may be deemed necessary when the University is an interested party in the joint development or commercialization of intellectual property with any employee of the University or a business in which the University employee has an equity interest. The President shall report his/her approval of such conflicts, including a summary of the issues and the rationale for his/her decision, at the next regularly scheduled board meeting, and shall make an annual report of all such conflicts.

PROCEDURES

In addition to the policy obligations described above, the University requires compliance with procedures to avoid or address conflicts of interest as provided by the following offices:

Refer to the [Procedures for Conflicts of Interest table](#).

LEGAL SERVICES POLICY

PC 10.2

Date of Last Update:

March 03, 2015

Approved By:

- President's Cabinet

Responsible Office:

Legal, Compliance & Risk Management

POLICY STATEMENT

Pursuant to Grand Valley State University Board of Trustees' Policies BOT 10.2 approved by the Board of Trustees, the President has designated that legal services be coordinated through one administrative office, the Division of Legal, Compliance and Risk Management. All legal services for Grand Valley State University shall be provided through the [Division of Legal, Compliance & Risk Management](#), either by its legal staff, by outside counsel retained by this Division or both. All requests for legal services on behalf of the University must be directed to this Division. The Division of Legal, Compliance and Risk Management provides legal counsel and assistance exclusively to Grand Valley State University representatives regarding University matters.

Personal legal advice or representation with regard to a personal matter should be privately retained and paid for by other than University funds.

FREEDOM OF INFORMATION ACT POLICY

PC 10.3

Date of Last Update:

October 26, 2015

Approved By:

- President's Cabinet

Responsible Office:

Legal, Compliance & Risk Management

POLICY STATEMENT

Section 1 of the Michigan Freedom of Information Act (“FOIA” or “the statute”) provides, “It is the public policy of this state that all persons, except those persons incarcerated in state or local correctional facilities, are entitled to full and complete information regarding the affairs of government and the official acts of those who represent them as public officials and public employees, consistent with this act. The people shall be informed so that they may fully participate in the democratic process.”(1) To that end, all people, excluding prisoners, are allowed to file FOIA requests with a Grand Valley State University (the “University”). A requester must simply file a request in writing with the University’s FOIA Coordinator, and the University will begin processing his or her request.(2)

The University, in its initial response, will do one of the following within the timeframe permitted by the statute: grant the request, partially grant the request, deny the request, inform the requester that additional time is needed, require a fee deposit prior to further processing, or inform the requester that the requested record has not been sufficiently described.

If a request is denied or partially denied, the University will explain why the documents have not been released and inform the requester of his or her challenge and appeal options.

A fee deposit will be required when processing a request that will require significant University employee time and resources. The University will notify the requester of the estimated cost and provide a non-binding, best efforts estimate of the time it will take to complete the processing of the request. It is possible that after further processing of the request, the University will determine that the cost of processing the request is significantly less or greater than the estimated cost. If that is the case, the University will notify the requester to allow the requester to determine whether and how he or she wants to proceed with the request.

After the University receives a required deposit, it will make every effort to provide the requested documents within the time estimate provided. Requesters must understand, however, that at any given time, the University is processing multiple requests and cannot devote all of its time to one particular request.

If a requester feels that he or she was wrongly denied responsive documents, he or she may appeal to the Head of the Public Body, which for the purposes of these Procedures and Guidelines is the Vice President and General Counsel, or file a civil action. If a requester believes that the University has required a fee that exceeds the amount permitted under the Procedures and Guidelines, he or she may file a civil action. Requesters are also always free to contact the FOIA Coordinator at 616-331-2067 or foia@gvsu.edu with any questions about the processing of their requests. Detailed Procedures and Guidelines follow.

PROCEDURES

1. How to submit a FOIA request to the University

- a. A FOIA request must be submitted in writing to the FOIA Coordinator in the Division of Legal, Compliance & Risk Management. The request may be transmitted in hard copy, by email, or by facsimile.
- b. The University's FOIA Coordinator address 4068 James H. Zumberge Hall, Grand Valley State University, Allendale, MI 49401. The email address is foia@gvsu.edu. The fax number is (616) 331-3950.
- c. A request should describe the record(s) sought sufficiently to enable the University to find the record(s) and should provide the requester's contact information.
- d. Requests should state that they are submitted pursuant to the Michigan Freedom of Information Act.
- e. Requests received electronically are deemed received the next business day. A business day is defined as Monday through Friday, exclusive of holidays and institutional closure days.
- f. If a request is delivered to the FOIA Coordinator's junk mail folder, the request will be deemed received one business day after the FOIA Coordinator becomes aware of the request. The FOIA Coordinator will check the junk mail folder at least once per week.

2. Responses to FOIA requests to the University

- a. The University will respond to a FOIA request within five (5) business days of the FOIA Coordinator receiving the request.
- b. A response will consist of one or more of the following:
 - i. A granting of the request
 - ii. A partial granting of the request, and a partial denial because some or a portion of the records do not exist, are not in the possession of the University, and/or are exempt from disclosure
 - iii. A complete denial of the request because all of the records do not exist, are not in the possession of the University, and/or are exempt from disclosure
 - iv. A notice that more time is needed to process the request
 1. If more time is needed, the University will send out a follow up response within 10 business days of the initial response.
- v. A notice that a fee deposit is required prior to further processing

1. If a fee deposit is required, the University will include in its response a non-binding, best efforts estimate regarding the time it will take to provide the records to the requester.

vi. A notice that the record(s) sought has (have) not been sufficiently described to enable the University to locate the record(s).

c. The response will state the FOIA exemptions under which any information and/or documents are withheld, if applicable.

d. If any part of a request for records is denied for any reason, the response will set forth the procedures for appealing the denial.

3. Deposit Requirements

a. A fee deposit will be required when the processing of a request will result in fees equal to or greater than \$50.00.

b. The required deposit will equal up to 50% of the estimated cost of fulfilling the request as calculated at the time of the initial response.

c. If the University requires a deposit, it will not process the FOIA request further until the deposit is paid.

d. If a deposit is not received by the FOIA Coordinator within 90 days of the initial notice, the request will be considered withdrawn.

e. If, after receipt of the deposit and further processing of the request, the University learns that the processing costs will be significantly different from the estimated costs, the University will so notify the requester. Where the actual effort to search for, review and separate exempt material significantly exceeds the original estimate, the University will notify the requester. The requester may choose to receive a revised fee deposit notice, or limit his/her original request to those records, which may be processed within the time stated in the original fee estimate.

f. A person who makes a FOIA request for which a deposit is required may withdraw that FOIA request without charge instead of paying the required deposit. Failure to pay the deposit will be deemed a withdrawal of the FOIA request.

g. The University will treat multiple concurrent FOIA requests on the same topic(s) and/or regarding the same record keeper(s) and from the same person as one FOIA request for purposes of determining whether the fee is below \$50.00.

h. Where a requester who has not paid the final fee for the processing of an earlier request files a new FOIA request, the University may require a deposit of all (100%) of the estimated fees for processing the subsequent request prior to processing the subsequent request.

4. Calculation and Payment of Fees

a. Fees are calculated by adding together the following costs:

i. The labor costs for searching for, locating, and examining responsive records

ii. The labor costs for review, separation, and deletion of exempt information from non-exempt information

iii. The cost of non-paper physical media, if used

iv. The cost per copy of paper copies, not to exceed \$.05/page for standard 8 ½ x 11 inch paper

v. The labor costs directly associated with duplication or publication, which may include copying to non-paper media

vi. The cost of mailing

b. Final fees for responding to a FOIA request will be billed when the University responds to the FOIA request. A detailed FOIA fee itemization form will be provided by the University with the response. The amount invoiced must be paid within ninety (90) days. The University reserves the right to require payment in full of all fees incurred in processing a FOIA request before delivering the final, responsive documents.

c. The University's decision to deny access to public records sought by a FOIA request because those records are, in whole or in part, exempt from disclosure does not excuse the person who files that FOIA request from payment of fees for the work undertaken by the University in response to that request.

d. The University may waive or reduce the fees it is authorized to charge if it determines that a waiver or reduction of the fee is in the public interest because responding to the FOIA request can be considered as primarily benefiting the general public.

e. Fee reductions or waivers are required in certain instances involving proven indigence or non-profit organizations. The University will apply these reductions or waivers in accordance with the statute.

5. Procedures for Challenge and Appeal

a. If the University denies a request in whole or in part, the requester may:

i. Submit an appeal to the Head of the Public Body, which for the purpose of these Procedures and Guidelines is the Vice President and General Counsel, in writing, via the FOIA Coordinator, using the contact information listed in Item 1, above. The appeal must specifically use the word "appeal" and identify the reason(s) the requester seeks reversal of the denial. The Head of the Public Body must respond to the appeal within ten (10) business days by doing one of the

following:

1. Reversing the FOIA Coordinator's decision
 2. Upholding the FOIA Coordinator's decision
 3. Reversing in part and upholding in part the FOIA Coordinator's decision
 4. Issuing a notice of extension for not more than ten (10) additional business days.
- ii. Commence a civil action in the Court of Claims within one hundred eighty (180) days after the University's final determination to deny a request.
- b. If a requester believes that the University has required payment of a fee that exceeds the amount permitted under these Procedures and Guidelines, he or she may commence an action in the Court of Claims for a fee reduction within forty five (45) days after receiving the notice of the required fee.
- c. If a requester has questions regarding any FOIA response, including estimated fees or actual fees assessed, the requester should not hesitate to contact the FOIA Coordinator by email foia@gvsu.edu or telephone 616-331-2067.

FOOTNOTES

(1) M.C.L.A. 15.231.

(2) Verbal requests for information are not FOIA requests for purposes of these Procedures and Guidelines. If a verbal request for information is received by a University employee who knows that the information is available on the University's website, the employee, where practicable, will inform the requester about the University's website address

(3) The University has determined, consistent with FOIA, that failure to charge fees in situations where the fees would be equal to or greater than \$50.00 would result in unreasonably high costs to the University.

(4) A copy of the standard form that the University uses for fee itemization, with additional explanatory information, is attached to these Procedures and Guidelines.

(5) Labor costs will be estimated and charged in increments of 15 minutes or more, with all partial time increments rounded down. The labor is charged at the hourly rate of the lowest paid University employee capable of doing the work, plus fringe benefits, if applicable. If it is not possible for the work to be done by a University employee, the University will contract the work out and charge per the provisions of the statute.

GROUNDS AND FACILITY USE POLICY

PC 10.4

Date of Last Update:

September 06, 2017

Approved By:

- President's Cabinet

Responsible Office:

Legal, Compliance & Risk Management

POLICY STATEMENT

I. Pursuant to Article VIII of the Michigan Constitution of 1963, Grand Valley State University (“the University”) has the responsibility to serve as a public institution of higher education. To carry out this Constitutional mandate, the University owns and/or controls property and facilities. The University has established the following grounds and facility use policy to ensure the University’s educational mission is actualized, while allowing for the exchange of ideas.

This policy applies to all buildings, grounds, and other spaces owned or controlled by the University.

For purposes of this policy, the term "Expressive Activity" includes:

1. Meetings and other group activities of students and student organizations;
2. Speeches, performances, demonstrations, rallies, vigils, and other events by students, student organizations, and outside groups invited by student organizations;
3. Distributions of literature, such as leafleting and pamphleting; and
4. Any other expression protected by the First Amendment to the U.S. Constitution.

University property is primarily dedicated to academic, student life and administrative functions. But it also represents the "marketplace of ideas," and especially for students, many areas of campus represent a public forum for speech and other Expressive Activities. For students and registered student organizations, certain areas of campus are venues for free expression, including speeches, demonstrations, and the distribution of literature, as provided by this policy.

The University shall not consider the content or viewpoint of the Expressive Activity or the possible reaction to that Expressive Activity in applying this policy. The University shall not impose restrictions on students, student organizations, or university employees due to the

content or viewpoint of their Expressive Activity or the possible reaction to that Expressive Activity. In the event that other persons react negatively to a student's, registered student organization's, or university employee's Expressive Activity, the University (including representatives from the Department of Public Safety) shall take all necessary steps to ensure public safety while allowing the Expressive Activity to continue, unless the University's operations are materially and substantially disrupted.

No Expressive Activity shall be permitted to violate or hinder the rights of others within the campus community.

The University does not assume any obligation or responsibility for the content of the materials distributed.

PROCEDURES

II.

A. General Rules.

Subject to the additional rules set forth herein, students and student organizations shall be allowed to conduct Expressive Activities on University property within the following parameters:

1. The Expressive Activity does not block access to campus buildings and does not impede ingress or egress to the University, any University property, parking lot, building, facility, or event (generally a minimum of 25 feet).
2. The Expressive Activity takes place at least 50 feet from academic buildings.
3. The Expressive Activity does not obstruct vehicular or pedestrian traffic.
4. The Expressive Activity does not constitute unlawful activity.
5. The Expressive Activity does not create a clear and present threat to public safety.
6. The Expressive Activity does not take place in a location that has already been reserved by the University, a registered student organization, or an outside organization.
7. The Expressive Activity does not use any amplification devices.
8. The Expressive Activity does not include posting materials on University property, except as provided by the University Posting Guidelines (<http://www.gvsu.edu/posting/>).
9. The Expressive Activity does not include soliciting or accepting donations, except as provided in this policy.
10. The Expressive Activity takes place between the hours of 8 a.m. and 5 p.m., except as otherwise provided in this policy. Gatherings at the Carillon Tower or the Transformational Link may take place until 11 p.m.
11. Distribution of printed materials must be done in person.
12. Individuals and/or groups engaged in Expressive Activity are responsible for picking up any

printed materials dropped on the ground around the areas of distribution. The University may charge such individuals and/or groups a reasonable clean up fee if they fail to do so.

13. Parking lots, ramps, and garages are not designated or suitable for Expressive Activities, and windshield flyers are not permitted.
14. Individuals and/or groups engaging in Expressive Activity agree to pay for any damage they cause to University property.
15. For University employees, the Expressive Activity addresses a matter of public concern.
16. The Expressive Activity does not violate the Michigan Campaign Finance Act.

This policy shall not apply to any person or organizations desiring to sell merchandise or services on campus. Any person or organization desiring to sell merchandise or services on campus should contact the Event Services Office at 616-331-2350.

B. Outdoor Locations.

For outdoor University areas, students, registered student organizations, and employees may freely engage in spontaneous Expressive Activities provided that such activities are in compliance with all other provisions of this policy.

Students and registered student organizations may reserve outdoor University facilities to solicit and accept donations for charitable causes or to engage in other Expressive Activities.

C. Indoor Locations.

For indoor University facilities and areas, students, registered student organizations, and University employees may freely engage in spontaneous Expressive Activities subject to the following conditions:

1. Distribution of written or printed materials, such as leafleting or pamphleting, and petitioning for signatures may be conducted at all outdoor locations and the indoor locations specified in this policy.
2. Guests may speak at indoor locations as long as they are invited by a student or a registered student organization.
3. The Expressive Activities are in compliance with all other provisions of this policy.

Students and registered student organizations may use the Kirkhof Center for the following activities:

1. Students and registered student organizations may reserve space in the Kirkhof Center for any proper purpose, including, but not limited to, to promote a cause or event, to promote a student organization, or to solicit and accept donations for charitable causes.
2. Distribution of written or printed materials, such as leafleting or pamphleting, and petitioning for signatures may be conducted inside the Kirkhof Center, as long as the

student or registered student organization reserves the space pursuant to this policy.

D. Reserving Campus Facilities:

1. If students, registered student organizations, or University employees wish to reserve indoor or outdoor campus facilities, they shall submit their application for reservation to Event Services at least two business days prior to the reservation date. The University will respond to the reservation application within one business day.
2. If individuals or organizations who are not members of the University community (i.e., not students, student organizations, or University employees) wish to use campus facilities for Expressive Activities on campus, they may use either the area surrounding the Carillon Tower or the plaza surrounding the Transformational Link. Use of this space is free of charge and may be reserved by contacting Event Services at 616-331-2350. A reservation for use of the space will take precedence over a spontaneous Expressive Activity. Expressive Activities must stay within 50 feet of each of these landmarks and are to follow the General Rules provided herein.
3. Students, registered student organizations, University employees, and non University members may reserve facilities for Expressive Activities to take place after 5 p.m., subject to the facility's hours and availability.
4. Reservation requests will be processed and granted on a first-come, first-served basis. These requests may be denied for the following reasons only:
 - a. The requested venue is an indoor facility and the request conflicts with any other provision of this policy;
 - b. The venue is already reserved for another event(1) ;
 - c. The activity will attract a crowd larger than the venue can safely contain;
 - d. The activity is a clear and present threat to public safety, according to the university's police or security department;
 - e. The activity will occur during college examination periods; or
 - f. The activity is unlawful.
5. During an event, the student, student organization, or University employee requesting the reservation is responsible for preserving and maintaining the facility it reserved. If it causes any damage to those facilities, the person(s) or organization (and its officers, if applicable) shall assume responsibility.

FOOTNOTES

(1) In the event that multiple individuals or organizations submit conflicting reservation requests, the following order of precedence shall govern: (1) official University activities and events; (2) registered student organization activities and events; (3) student activities and events; and (4) all other activities and events.

COMMERCIAL ACTIVITY POLICY

PC 10.4.1

Date of Last Update:

August 31, 2017

Approved By:

- President's Cabinet

Responsible Office:

Legal, Compliance & Risk Management

POLICY STATEMENT

Pursuant to Article VIII of the Michigan Constitution of 1963, Grand Valley State University (“the University”) has the responsibility to serve as a public institution of higher education. To carry out this constitutional mandate, the University owns and/or controls property and facilities. The University has established the following policy to ensure the University’s educational mission is actualized, while allowing certain Commercial Activities on University property.

The University reserves the right to deny proposed Commercial Activities that compete with the University or its operations. This policy does not apply to the use of student housing facilities by residents, which is subject to the terms and conditions of the housing agreement. The use of University property for government functions is not subject to this policy.

Definitions

For the purposes of this policy, the term “Commercial Activities” includes:

1. The lawful selling, promotion, or offering of products, goods, or services;
2. The dissemination or collection of information for the purpose of facilitating the sale of goods or services;
3. Any activity that attempts to raise funds, whether through the sale of goods and services or

via donations for any entity that is not a charitable organization (eg a 501(c)(3) nonprofit entity);

4. The distribution or offering of free gifts, incentives, or promotions.

PROCEDURES

1. University Departments

University departments and its service providers whose function includes the sale of food or merchandise or the use of outside vendors and/or advertisers are exempt from this policy. This includes, but is not limited to, all campus dining facilities, the Laker Store, University Athletics, and University Development.

2. Registered Student Organizations

Registered Student Organizations (RSOs) may engage in Commercial Activities on University grounds subject to the provisions in the [Grounds and Facility Use Policy](#) and the conditions below.

1. When an RSO is using University property for Commercial Activities, 100% of the proceeds must either return to the RSO or be donated to a specified charitable organization.
2. RSOs may not sponsor or partner with outside solicitors as part of a Commercial Activity.
3. RSOs must have at least one of their organization's members present at all times during the Commercial Activity period, and all sales must be made on a person-to-person basis.
4. Any literature distribution must include the name of the RSO responsible for the publication.

3. Students, Employees, and Non-University Solicitors

Students, employees, and those not affiliated with the University may engage in Commercial Activities only when renting indoor University facilities for an event, subject to the terms and conditions of their rental agreement, or when reserving outdoor space limited to the Cook Carillon Tower plaza. Outdoor reservations must be submitted to the Event Services Office at least five business days prior to the intended solicitation period. Due to high demand for space use, reservations must be canceled at least 72 hours prior to the scheduled event to receive a full refund or have previous payment applied to a new date. Reservations are subject to the provisions in the [Grounds and Facility Use Policy](#).

1. When using a designated outdoor space for Commercial Activities, students, employees, and non-University solicitors are required to pay \$250 per calendar day to the University.
2. There shall be no more than three separate Commercial Activities using outdoor locations at any one time.
3. Each individual or organization is entitled to use outdoor University property as provided in this policy for a maximum of five days per semester for purposes of Commercial Activities.

POLITICAL ACTIVITY POLICY

PC 10.5

Date of Last Update:

September 10, 2012

Approved By:

- President's Cabinet

Responsible Office:

Legal, Compliance & Risk Management

POLICY STATEMENT

Political activity of faculty and staff members at Grand Valley State University as addressed in the Grand Valley State University Board of Trustees' Policies [BOT 4.1.6.3](#), in pertinent part, states:

“The University affirms the rights of its faculty and staff members as citizens to be active in political affairs which do not conflict with the professional standards and ethics in employment.”

Further, the Board of Trustees address the subject of Academic Freedom of faculty in the Grand Valley State University Board of Trustees' Policies [BOT 4.2.2](#) specifically sections 2 & 3:

2. Faculty members are entitled to freedom in the classroom in discussing their subject, but they should be careful not to introduce into their teaching controversial matter, which has no relation to their subject. (The words faculty member as used in this document are understood to include the investigator who is attached to an academic institution without teaching duties.)

3. University or university faculty members are citizens, members of a learned profession, and officers of an educational institution. When they speak or write as citizens, they should be free from institutional censorship or discipline, but their special position in the community imposes special obligations. As persons of learning and as educational officers, they should remember that the public may judge their profession and their institution by their utterances. Hence they should at all times act in a professional and responsible manner, and should make every effort to indicate that they are not institutional spokespersons.

In addition to University policy, state law, specifically the Michigan Campaign Finance Act, regulates political activities of public bodies, such as state universities, and its employees.

PROCEDURES

In light of University Board of Trustees' policies and state law, the following guidelines are intended to help faculty and staff with compliance:

1. Faculty and staff members may engage themselves, as private citizens, in political activities including support or opposition to candidates for office or ballot questions on their own time. If you are working for the University and charging your time to a federal grant, any activity to support a political candidate or ballot question must be conducted on personal time. For questions about federal grants, contact the [Office of Sponsored Programs](#) for more information.
2. University departments or programs may sponsor presentations and discussion groups about an upcoming election provided that the purpose is to provide factual information on a political subject or issue if the communication does not support or oppose a ballot question or candidate by name or clear inference.
3. Classroom discussions of candidates and ballot questions must be related to course content as described in the catalog and course syllabus. A reminder to students to register to vote and to vote is permissible.
4. Faculty and staff members may express their support or opposition to candidates or ballot questions by wearing buttons.
5. Faculty and staff members, as private citizens, may elect to lend their names to support one or more candidates for office or in support of or opposition to a ballot question. However, care must be exercised to assure that the faculty or staff member does not use their University title in relation to such advocacy.
6. Faculty and staff members shall not use University resources for political activity to support or oppose candidates for office or ballot questions. "University resources" includes, but is not limited to:
 - a. University funds or money administered through a University budget;
 - b. University facilities including office space or meeting rooms (except speech in open forum areas) or use of University office address;
 - c. University equipment including office or cellular telephones, computer hardware or software, printers, copiers and facsimile machines;
 - d. University-provided email addresses or use of the University email system;
 - e. University supplies including stationary, paper, postage, pens, pencils, and other office supplies;
 - f. University identifying marks including trademarks, logos, University letterhead, and University titles; and

g. University time including when the faculty or staff member is working or the use of clerical or student worker time.

SOCIAL SECURITY NUMBER PRIVACY POLICY

PC 10.6

Date of Last Update:

July 31, 2008

Approved By:

- President's Cabinet

Responsible Office:

Legal, Compliance & Risk Management

POLICY STATEMENT

1. **Applicability** This policy applies to all members of the GVSU community including faculty, staff and students.
2. **Access to Social Security Numbers.** GVSU restricts access to information or documents containing social security numbers to members of the GVSU community who have a legitimate university business reason to access such information or documents. The heads of departments having access to records containing social security numbers shall determine which other personnel within their departments have a legitimate reason in the University's ordinary course of business to have access to such social security numbers. Personnel using such records containing Social Security Numbers must take appropriate steps to secure such records when not in immediate use.
3. **Confidentiality of Social Security Numbers.** Members of the GVSU community shall maintain the confidentiality of university information or documents containing social security numbers consistent with the law and this policy. No person shall knowingly obtain, store, transfer, use, disclose, or dispose of social security numbers except in accordance with the law and this policy.
4. **Obtaining Social Security Numbers.** Social security numbers should be collected only where required or permitted by federal and state law or for legitimate university business

reasons consistent with law and policy.

5. **Public Display.** No more than four sequential digits of a social security number shall be on public display. Public display means to post, make visible, or set out for open view to members of the public or in a public manner. This includes open view on a computer screen or device.
6. **Account Numbers.** As of the effective date of this policy, GVSU has undertaken a systematic process to eliminate social security numbers as identification numbers for all current members of the GVSU community. Once assigned an alternative identification number, neither the University nor the individual may return to the use of a social security number as an identification number for that person.
7. **Mailed Documents.** Documents containing more than four sequential digits of a social security number shall only be sent by mail in cases where state or federal law, rule, regulation, or court order or rule authorizes, permits or requires that a Social Security number appear in the document, the document is sent as part of an application or enrollment process initiated by the individual, at the request of or with the permission of the individual, their parent or guardian, or with regard to an employee or health insurance benefit. Documents containing more than four sequential digits of a social security number, that are properly sent through the mail, shall not reveal the number through the envelope window or otherwise be visible from the outside of the envelope or package. Mail includes delivery by regular US mail, campus mail, or any other delivery service that does not require the signature of the recipient indicating actual receipt.
8. **Freedom of Information Act Requests.** Where more than four sequential digits of a social security number are contained within a document subject to release under the Freedom of Information Act, the social security number shall be redacted or otherwise rendered unreadable before the document or copy of the document is disclosed. Any request for disclosure of documents under the Freedom of Information Act shall be first referred to the Division of Legal, Compliance and Risk Management.
9. **Storage of Documents.** All documents containing social security numbers shall be stored in a physically secure manner. Social security numbers shall not be stored on computers or other electronic devices that are not secured against unauthorized access.
10. **Disposal of Documents.** Documents containing social security numbers will be retained in

accordance with the requirements of state and federal law and consistent with the legitimate business needs of GVSU. At such time as documents containing social security numbers may be disposed of, such disposal shall be accomplished in a manner that protects the confidentiality of the Social Security numbers, such as by shredding.

11. Unauthorized Use or Disclosure of Social Security Numbers. GVSU shall take reasonable measures to enforce this Privacy Policy and to correct and prevent the reoccurrence of any known violations. Anyone who knowingly obtains, uses or discloses social security numbers for unlawful purposes or contrary to the requirements of this policy, state or federal law, shall be subject to discipline up to and including discharge for employees or expulsion for students consistent with existing disciplinary policies. Additionally, certain violations of the Act carry criminal and/or civil sanctions. GVSU will cooperate with the appropriate law enforcement or administrative agencies in the apprehension and prosecution of any person who knowingly obtains, uses or discloses Social Security numbers for unlawful purposes.

12. Lawful and Required Use. Nothing in this policy is designed to prohibit the collection, retention or transmission of documents or records containing Social Security numbers as required or permitted by state or federal law, rule or regulation, at the request of or with permission of the individual, for administrative use in the ordinary course of business to verify identity, to pursue legal rights of GVSU, or to provide or administer employee benefits such as health or retirement benefits.

VOLUNTEERS POLICY

PC 10.7

Date of Last Update:

April 25, 2013

Approved By:

- President's Cabinet

Responsible Office:

Legal, Compliance & Risk Management

POLICY STATEMENT

This policy is intended to reduce the risk related to the use of volunteers and their activities. The

University accepts volunteer support to accomplish its educational mission and desires to ensure that volunteer relationships with the University are clearly established and understood by all parties. Payment for volunteer services is not allowed. However, University departments may reimburse volunteers for actual and reasonable expenses, following the appropriate university policies. The University requires the same attention to duties and responsibilities for volunteers as it does for employees of the University. This policy also does not cover or govern volunteers who agree to serve as human subjects in University research protocols, as they are covered by other policies under the administration of the [Human Research Review Committee](#).

PROCEDURES

Relationship

Volunteer arrangements may not be used to circumvent the established processes that govern the employment of people. Volunteers do not have an employment relationship with the University on any grounds or for any reason and are not covered by the Fair Labor Standards Act, Michigan wage laws, or the Youth Employment Standards Act, and are not eligible for any University benefit, including Worker's Compensation, or any other benefits of employment from the University, including but not limited to, health care, vacation, or sick time. Volunteers are not provided with accident or medical insurance, and are therefore responsible for any accident or medical expenses that may be incurred as a result of the volunteer assignment.

Payment for volunteer services is not permitted under any circumstance. However, the appropriate department has the authority to decide whether to reimburse a University volunteer for actual and reasonable expenses so long as the expenses fall under the University's reimbursement guidelines located on the [Business and Finance website](#). Reimbursement cannot be used as a substitute for compensation nor can it be linked to the volunteer's productivity.

Volunteers may not receive any institutional marketing materials reflecting their name and the University logos such as: business cards, letterhead, unless approved by the appropriate Vice President or President's Cabinet member

Protection of Volunteer

According to the Board Policy BOT 10.3, Indemnification:

"It is the policy of Grand Valley State University to support its Board members, officers, faculty, and staff in the reasonable and proper performance of their official duties, and to support students and volunteers when performing services on behalf of or under the direction of the university."

Volunteers are indemnified in the same manner as employees. It is important that the department or unit managing the volunteer maintain records as specified in this policy in order to ensure their volunteers are properly covered.

Eligibility

To be eligible to become a volunteer, one must:

1. Be willing to provide services according to this policy, complete and sign a Grand Valley State University Volunteer Profile, Disclosure, and Consent Form as well as other associated forms if deemed appropriate,
2. Have parental consent if under the age of 18,
3. Complete the Authorization for Release of Information for Background Check if the volunteer assignment involves working directly with minor children, money or access to confidential information regarding employees, students, health, financial data, etc., and
4. Be authorized through the Department of Public Safety if the volunteer assignment requires operating a vehicle owned or leased by the University.

Responsibilities of the University Department Engaging Volunteers

Departments must keep records of volunteer names, dates of service(s), and services performed for a period of one year following the end of the volunteer assignment.

It is the responsibility of the individual unit to ensure that volunteers are aware of the unit's rules and regulations. Volunteers must have the necessary training and/or supervision to safely carry out volunteer work. If the volunteer assignment involves providing professional services such as those performed by accountants, architects, doctors, engineers, etc., the department must assure that the volunteer has the appropriate credentials including licensure and/or certification.

One exception is that any legal services or assistance, whether by a volunteer or otherwise, must have prior written approval of the Vice President and General Counsel. According to Board policy, as stated in the Board of Trustees' Policies, all legal services must be provided through the Division of Legal, Compliance and Risk Management.

If the volunteer assignment requires operating a vehicle, the volunteer must have a valid driver's license, and have a good driving record as determined by the Department of Public Safety.

Responsibilities and Rights of the University Volunteer

Volunteers are responsible for complying with all University policies and all relevant laws including but not limited to: personal conduct, sexual assault, unlawful discrimination and harassment, compliance, workplace violence, substance abuse; misuse of confidential

information; use of University technologies; financial responsibility; and vehicle use. Volunteers are not considered agents of the University unless the authority has been expressly delegated to them by an authorized University official. Volunteers are also expected to comply with any rules and regulations specific to the department for which they are volunteering.

Risk Management

Volunteers cannot replace employee positions. Volunteer services are generally limited to humanitarian, charitable, or public services. University volunteers are also prohibited from performing the following activities:

1. Working in any capacity in which he/she is employed by the University, or which is essentially similar to the individual's regular work at the University, or under circumstances that suggest the decision to volunteer is not made freely,
2. Operating heavy equipment e.g. forklift, hi-lo, backhoe, etc.,
3. Working with highly hazardous or toxic chemicals or agents and/or dangerous equipment or environments i.e.: anything that could cause severe injury or death,
4. Any activity considered inappropriate for an employee,
5. Entering into any contract on behalf of the University,
6. Rendering professional services without possessing the required credentials,
7. Any actions beyond the scope of the volunteer assignment, and
8. Provide legal advice or assistance without prior written approval from the University Counsel.

In some cases where the volunteer assignment involves higher levels of risk exposure to the individual and others, the University department is responsible for disclosing those risks to the volunteer in writing. This will assure that information about the risks associated with the volunteer assignment are clearly communicated to the individuals who are engaged as university volunteers. Examples of services that require risk disclosure include but are not limited to:

1. Laboratory activities,
2. Services with potential exposure to bloodborne pathogens,
3. Professional services that require licensure and/or certification such as those performed by accountants, architects, doctors, engineers, etc. and trade services such as construction, plumbing, electrical, etc,
4. Travel of any kind,
5. Activities in any environment which requires orientation or training, and
6. Activities with patients and/or subjects of experiments.

Use of Volunteer Procedures

The procedures and forms to implement this policy can be found on the [Risk Management](#)

[Website.](#)

DEFINITIONS

A volunteer is defined as an uncompensated individual who performs services directly related to the operations of the University for its benefit, to the mission of the University, or for the volunteer to gain experience in specific endeavors. To qualify as a volunteer, an individual must be willing to provide services according to the directions of the appropriate University representative. An individual who provides services for an entity that is not directly related to the business of the University (e.g., a government or public agency), is not considered to be a University Volunteer for the purposes of this policy.

EMAIL POLICY

PC 11.2

Date of Last Update:

October 09, 2015

Approved By:

- President's Cabinet

Responsible Office:

Information Technology

POLICY STATEMENT

Grand Valley State University provides its faculty, staff and students with electronic mail intended for University-related purposes including direct and indirect support of the University's instructions, research, and service missions; of University administrative functions; of student and campus life activities, and of the free exchange of ideas among members of the University community and between the University community and the wider local, national, and world communities.

The rights of academic freedom and freedom of expression apply to the use of University electronic mail. Electronic mail sent or received using University facilities is, however, University business and cannot be guaranteed total privacy. The University does not routinely inspect, monitor, or disclose electronic mail without the holder's consent. Nonetheless, subject to the requirements for authorization, notification, and other conditions specified in this Policy, the

University may deny access to its electronic mail services and may in exceptional circumstances inspect, monitor, or disclose electronic mail.

PROCEDURES

Applicability

This Policy applies to:

- All electronic mail systems and services provided or owned by the University
- All users, holders, and uses of University e-mail services
- All University e-mail records in the possession of University faculty, staff or students or other e-mail users of electronic mail services provided by the University

This Policy applies only to electronic mail in its electronic form. The Policy does not apply to printed copies of electronic mail.

This Policy applies equally to transactional information (such as e-mail headers, summaries, and addresses) associated with e-mail records as it does to the contents of those records.

All users of University electronic mail are subject to:

- Comply with all federal, Michigan, and other applicable laws and regulations; all generally applicable University rules and policies; and all applicable contracts and licenses. Examples of such laws, rules, policies, contracts, and licenses include the laws of libel, privacy, copyright, trademark, obscenity, and child pornography; the [Electronic Communications Privacy Act](#) and the [Computer Fraud and Abuse Act](#), which prohibit unauthorized use or entry into another's account; the University's [Student Code](#); the University's Anti-Harassment policy; and all applicable software licenses.
- Users who engage in electronic communications with persons in other states or countries or on other systems or networks should be aware that they may also be subject to the laws of those other states and countries and the rules and policies of those other systems and networks. Users are responsible for ascertaining, understanding, and complying with the laws, rules, policies, contracts, and licenses applicable to their particular uses.
- Act within the normal standards of professional and personal courtesy and conduct. Access to University electronic mail services, when provided, is a privilege that may be wholly or partially restricted by the University without prior notice and without the consent of the e-mail users when required by and consistent with violations of University policies, regulations and law.
- Use only those computing resources that they are authorized to use and use them only in the manner and to the extent authorized. Ability to access computing resources does not,

by itself, imply authorization to do so. Users are responsible for ascertaining what authorizations are necessary and for obtaining them before proceeding. Accounts and passwords may not, under any circumstances, be shared with, or used by, persons other than those to whom they have been assigned by the University.

- Respect the finite capacity of the resources and limit use so as not to consume an unreasonable amount of those resources or to interfere unreasonably with the activity of other users. Although there is no set bandwidth limit or CPU time, uses of University electronic mail may be required to limit resources in accordance with this principle.
- Inspection, monitoring or disclosure of University e-mail records will be at the e-mail holders consent wherever possible. However, if consent cannot be obtained either voluntarily or involuntarily, the request shall be brought before University Counsel.

Specific Provisions

A. Users

Users of University electronic mail services are to be limited primarily to University students, faculty, staff, retirees, and others authorized by the University. Upon normal termination of employment, employees may retain access to the e-mail account for 30 days. Employees terminated by the University will have the e-mail account terminated immediately. Retired employees may request access to the e-mail account as part of the benefit package. Students retain access to an e-mail account as long as they are registered for courses or completed graduation. GVSU retains the right to remove email services at any time.

B. Account Usage

GVSU has the right to restrict the amount of storage space available on the network. If an individual wishes to backup and store e-mail for extended purposes, it is the individual's responsibility to do so.

Users are granted access to services only for so long as they abide by the Computing Conditions of Use policy. No person shall gain use of the University's computer system without proper authorization. Any attempt by a user to gain access to another person's network account, private network drive, or restricted areas on the GVSU computer system is prohibited.

University e-mail services shall not be used to send unsolicited commercial emails and such use may result in your account being disabled.

University e-mail services shall not be used for purposes that could reasonably be expected to cause, directly or indirectly, excessive strain on any computing resources (bandwidth issues), or unwarranted or unsolicited interference with others use of e-mail or e-mail systems. Such uses include, but are not limited to, the use of e-mail services to: (1) send or forward e-mail chain letters; (2) "spam," that is, to exploit listservs or similar broadcast systems for purposes beyond

their intended scope to amplify the widespread distribution of unsolicited e-mail; and (3) "letterbomb," that is, to resend the same e-mail repeatedly to one or more recipients to interfere with the recipient's use of e-mail.

C. Representation

Electronic mail users shall not give the impression that they are representing, giving opinions, or otherwise making statements on behalf of the University or any unit of the University unless appropriately authorized (explicitly or implicitly) to do so. Where appropriate, an explicit disclaimer shall be included unless it is clear from the context that the author is not representing the University. An appropriate disclaimer is: "These statements are my own, not those of the Grand Valley State University."

Policy Violations

Violations of University policies governing the use of University electronic mail services may result in restriction of access to University information technology resources. In addition, disciplinary action, up to and including dismissal, may be applicable under other University policies, guidelines, implementing procedures, or collective bargaining agreements.

Violations will normally be handled through the University disciplinary procedures applicable to the relevant user. The University may temporarily suspend or block access to an account, prior to the initiation or completion of such procedures, when it reasonably appears necessary to do so in order to protect the integrity, security, or functionality of University or other computing resources or to protect the University from liability. The University may also refer suspected violations of applicable law to appropriate law enforcement agencies.

Refer to Appendix A. for detail on additional policies and guidelines.

Security and Privacy

The University owns all electronic mail address assigned by the University. The University employs various measures to protect the security of its computing resources and of their users' accounts. Users should be aware, however, that the University couldn't guarantee such security. Users should therefore engage in "safe computing" practices by establishing appropriate access restrictions for their accounts, guarding their passwords, and changing them regularly. Security and privacy of e-mail sent or received outside of GVSU is subject to standards of other organizations and may be more or less restrictive and provide more or less privacy protection.

Users should also be aware that their uses of University computing resources are not completely private. While the University does not routinely monitor individual usage of its computing resources, the normal operation and maintenance of the University's computing resources require the backup and caching of data and communications, the logging of activity, the

monitoring of general usage patterns, and other such activities that are necessary for the rendition of service.

The University reserves the right to monitor e-mail records, without notice, when

- a. The user has voluntarily made them accessible to the public
- b. It reasonably appears necessary to do so to protect the integrity, security, or functionality of University or other computing resources or to protect the University from liability
- c. There is reasonable cause to believe that the user has violated, or is violating, this Policy
- d. An account appears to be engaged in unusual or unusually excessive activity, as indicated by the monitoring of general activity and usage patterns
- e. It is otherwise required or permitted by law

Any such individual monitoring, other than that specified in "a" above, required by law, or necessary to respond to perceived emergency and/or time-sensitive situations, must be authorized in advance by University Counsel and an Executive Officer.

The University, in its discretion, may disclose the results of any such general or individual monitoring, including the contents and records of individual communications, to appropriate University personnel or law enforcement agencies and may use those results in appropriate University disciplinary proceedings.

Normal examination of e-mail headers by the e-mail administrator is standard procedure to resolve problems and redirect incorrect addressed e-mail.

Posting and Authority to Change

Because University policies are subject to change, this list may change from time to time. The authoritative list at any time will be posted under the listings of University policies posted on the World Wide Web. Authority to change this list rests with the Vice Provost of Academic Services and Information Technology acting, where policies affecting faculty are concerned, with the advice of the Academic Senate, where policies affecting students are concerned, with the advice of the Dean of Students, where policies concerning legal matters, with the advice of University Counsel.

APPENDIX A - REFERENCES

The following list identifies additional policies and procedures, which support this Policy: These and other laws both provide privacy protection for e-mail and require the disclosure of e-mail under some circumstances.

- University Policies and Guidelines
 - Human Resources
 - Faculty Handbook
 - [Executive, Administrative, Professional Staff Handbook](#)
 - Anti-Harassment Policy
 - Refer to the [Human Resources web site](#) for further policies and guidelines
 - Information Technology
 - Computing Conditions of Use
 - Student Computing Account Agreement
 - [Student Code](#)
 - State of Michigan
 - [Michigan Freedom of Information Act](#)
 - [Merit Acceptable Use Policy](#)
 - Federal Statutes
 - [Federal Family Educational Rights and Privacy Act of 1974](#)
 - [Federal Privacy Act of 1974](#)
 - [Electronic Communications Privacy Act of 1986](#)
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COMPUTER VIRUS AND MALWARE POLICY

PC 11.3

Date of Last Update:

September 06, 2016

Approved By:

- President's Cabinet

Responsible Office:

Information Technology

POLICY STATEMENT

When a device or account connected to the GVSU campus network is compromised by a virus or malicious software, the network is at great risk of harm due to potential damage of university

data or disclosure of sensitive information. To preserve the health of the network and the devices connected to it, the infected device must IMMEDIATELY be disconnected and removed or the account blocked from the campus network until Information Technology personnel verify it is no longer compromised. Despite the disruption this may cause to the individual user, the user is required to produce any infected device to Information Technology immediately upon request in order to prevent information disclosure, data file destruction, or exploitation of the compromised account.

Information Technology personnel shall provide their identification and authorization to the device user that authorizes them to remove the afflicted device prior to its removal. For additional verification, you may call the Helpdesk at 331-2101 and ask for Level 2 staff member to verify the authorization to pick up a computer. To minimize interruption, Information Technology will take reasonable steps to provide a substitute device for use on the campus network while the user awaits repair of the original device. To report that a device might be infected, contact Information Technology immediately at 331-2101.

VOICEMAIL POLICY

PC 11.4

Date of Last Update:

April 29, 2016

Approved By:

- President's Cabinet

Responsible Office:

Information Technology

POLICY STATEMENT

Voicemail is offered to all AP and faculty personnel. Voicemail must be approved for PSS personnel and departmental lines by a Dean or Vice Provost and Vice President. Personal lines and other lines that utilize voicemail must follow the following procedures.

PROCEDURES

A department main number is never to be forwarded to a voicemail.

All greetings are to be personalized and changed when users intend to be out of the office for

more than one day, especially if they do not plan to check voicemail.

An out of office greeting should provide the caller with an alternative name and telephone number to contact in case of emergency

COMPUTING CONDITIONS OF USE (INFORMATION TECHNOLOGY)

PC 11.5

Date of Last Update:

October 09, 2015

Approved By:

- President's Cabinet

Responsible Office:

Information Technology

POLICY STATEMENT

As members of the Grand Valley State University community, you have the responsibility to use the university's Information Technology resources in an effective, ethical, and legal manner. Ethical and legal standards that apply to information technology resources derive directly from standards of common sense and decency that apply to the use of any shared resource. Grand Valley depends first upon the spirit of mutual respect and cooperation that has been fostered at the university to resolve differences and ameliorate problems. The purpose of the statement is to promote the responsible, ethical, legal, and secure use of Grand Valley's Information Technology resources, including access to the Internet, for the protection of all users.

PROCEDURES

The following guidelines will be applied to determine appropriate use of Services:

- 1.1. Accounts granted are intended solely for the use of the person the account was issued and shall not be shared.
2. To respect the privacy of other users. Users shall not intentionally seek information on, obtain copies of, or modify files, or passwords belonging to other users or the University, or represent others, unless explicitly authorized to do so by those users.
3. To respect the legal protection provided by copyright and licensing of programs, data, photographs, music, written documents and other material as provided by law.

4. To respect the intended usage of accounts and authorization for specified purposes only.
5. To respect the integrity of the system or network. One shall not intentionally develop or use programs, transactions, data, or processes that harass other users or infiltrate the system or damage or alter the software or data components of a system.
6. To adhere to all general university policies and procedures including, but not limited to, policies on proper use of information resources, information technology, and networks; acquisition, use, and disposal of University-owned computer equipment; use of telecommunications equipment; ethical and legal use of software; and ethical and legal use of administrative data.
7. Using university technology resources for commercial use is strictly prohibited. Such resources are to be solely used in conjunction with doing business for GVSU or purposes directly related to academic work.
8. To refrain from unauthorized use of network Services which significantly hampers other GVSU constituents network access.
9. Unauthorized use of GVSU networks and/or computers for non-academic purposes is prohibited, including revenue generating advertising and promotion of business not related to GVSU.
10. Network connections in Student Housing are intended strictly for client access to GVSU and Internet resources. Residents are not permitted to offer services to other computers, either external or internal, within the GVSU Housing Network. External requests for services destined to the GVSU Housing Network are not permitted. Information Technology reserves the right to disable network connections within the GVSU Housing Network if complaints are received and it is verified that a computer is offering an internal service.
11. The Computer Science and Engineering departments have dedicated networks that can be used for servers that need to offer services to other computers for educational purposes; in this case the department is responsible for monitoring and approving the services that are offered as well as verifying that the computers have been patched and secured against known Internet attacks.
12. All users of Grand Valley's e-mail accounts are expected to adhere to the Electronic Mail Policy
13. All users of Grand Valley's external network connections (i.e., Merit and NSFNET) shall comply with the evolving "Acceptable Use" policies established by the external networks' governing bodies.
 - [Merit Acceptable Use Policy](#)
 - [The NSFNET Backbone Services Acceptable Use Policy](#)

The intent of this policy is to identify certain types of uses that are not appropriate. Using the guidelines given above, GVSU may at any time make a determination that a particular use is not

appropriate.

GVSU will not monitor or judge the content of information transmitted via the Services, but will investigate complaints of possible inappropriate use. In the course of investigating complaints, GVSU staff will attempt to preserve the individual's privacy. GVSU is subject to the Freedom of Information Act and may be required to supply personal computing information.

DIGITAL MEDIA POLICY

PC 11.6

Date of Last Update:

April 19, 2015

Approved By:

- President's Cabinet

Responsible Office:

Inclusion and Equity/Office of Affirmative Action

POLICY STATEMENT

Technology provides multiple avenues for creating, collecting and distributing information. The ease of access to this information does not preclude the responsibility of understanding the legal issues involved in intellectual property.

PROCEDURES

Copyright law protects all material unless placed in the public domain, electronic and digital media included. Owners of copyrights hold exclusive right to the reproduction and distribution of their material.

Unauthorized use and distribution of copyrighted material is illegal. Legal action against the individual as well as the university may occur, this includes all audio and video files.

The [GVSU Library Course Reserve Department](#) processes copyright clearance for all materials placed on library course reserve by professors. This includes both paper (traditional) and online digital access.

The Digital Millennium Copyright Act (DMCA) of 1998 provides recourse for copyright owners who believe that their rights have been infringed by unauthorized use of their protected works at

an online location. Copyright owners may contact the service provider to request that the infringing material be removed or access blocked. Grand Valley State University's designated DMCA agent is:

Bill Fisher

Associate Director, Technical Services

Grand Valley State University

Allendale, MI 49401

phone: (616) 331-2035

For More Information on the DMCA and other copyright issues see, www.copyright.gov

CONFIDENTIALITY, DATA & SECURITY POLICY

PC 11.7

Date of Last Update:

December 08, 2014

Approved By:

- President's Cabinet

Responsible Office:

Information Technology

POLICY STATEMENT

Grand Valley State University regards security and confidentiality of data and information to be of utmost importance. As such, individuals employed by the University must follow the procedures outlined below.

PROCEDURES

Confidentiality of Data

Each individual granted access to data and information holds a position of trust and must preserve the security and confidentiality of the information he/she uses. Individuals are required to abide by all applicable Federal and State guidelines and University policies regarding confidentiality of data including, but not limited to, the Family Education Rights and Privacy Act (FERPA). FERPA protects student information and may not be released without proper

authorization. Requests for information/documents should be referred to the Registrar's Office or the Legal, Compliance & Risk Management Office.

Individuals with authorized access to Grand Valley State University's computer resources, information system, records or files are given access to use the University's data or files solely for the business of the University. Specifically, individuals should:

- a. Access data solely in order to perform his/her job responsibilities.
- b. Not seek personal benefit or permit others to benefit personally from any data that has come to them through their work assignments.
- c. Not release University data other than what is required in completion of job responsibilities.
- d. Not exhibit or divulge the content of any record, file or information system to any person except as it is related to the completion of their job responsibilities.

Additionally, individuals are not permitted to operate or request others to operate any University data equipment for personal business, to make unauthorized copies of University software or related documentation, or use such equipment for any reason not specifically required by the individual's job description.

It is the individual's responsibility to report immediately to his/her supervisor any violation of this policy or any other action, which violates confidentiality of data.

Security Measures and Procedures

Some individuals employed by the University are supplied with a network account to access the data necessary for the completion of their job responsibilities. Users of the University information systems are required to follow the procedures outlined below:

1. Storage of student or staff confidential data on local storage media (Laptops, Desktops, CDs, Thumb drives, etc) without proper data encryption is strictly prohibited. Please contact Information Technology to discuss secure options if confidential data must be transported outside of the secure network.
2. All transactions, processed by a user ID and password, are the responsibility of the person to whom the user ID was assigned. The user's ID and password must remain confidential and must not be shared with anyone.
3. Access to any faculty or staff account may be granted by the faculty/staff member and/or the direct supervisor for specific job requirements. You are prohibited from viewing or accessing additional information (in any format). Any access obtained without written authorization is considered unauthorized access.

4. Passwords should be changed periodically or if there is reason to believe they have been compromised or revealed inadvertently.
5. Upon termination or transfer of an individual, Information Technology will immediately remove access to GVSU data. The email account may stay active for a period of up to 30 days.

Access to University data and information is for the sole purpose of carrying out job responsibilities. Breach of confidentiality, including aiding, abetting, or acting in conspiracy with any other person to violate any part of this policy or FERPA policy, may result in sanctions, civil or criminal prosecution and penalties, loss of employment and/or University disciplinary action, and could lead to dismissal, suspension, or revocation of all access privileges.

FACULTY/STAFF ABUSE OF TECHNOLOGY

PC 11.8

Date of Last Update:

April 19, 2015

Approved By:

- President's Cabinet

Responsible Office:

Information Technology

POLICY STATEMENT

Information Technology has two primary policies in place that deal with technology resources:

Conditions of Use: As members of the Grand Valley State University community, all users have the responsibility to use the university's information technology resources in an effective, ethical, and legal manner. This document outlines these responsibilities.

E-Mail Policy: This Policy clarifies the applicability of law and of other University policies to electronic mail. It also defines new policy and procedures where existing policies do not specifically address issues particular to the use of electronic mail.

The policies and procedures to deal with abuse of technology resources for faculty and staff are outlined below.

- Level I - Complaint

- Complaints may be received from an internal or external GVSU constituent
 - Upon verification of abuse by an Information Technology staff member, the information is communicated to either the Vice Provost and Dean of Academic Services or the Director of Information Technology
 - Upon review from the Vice Provost and Dean of Academic Services and/or the Director of Information Technology, the complaint is further acted upon or discarded.
- Level II - Contact/Action for First Offenders
 - The individual who has abused the technology privileges is contacted by phone by a designated IT staff member under the direction of the Vice Provost and Dean of Academic Services and/or the Director of Information Technology
 - If the individual cannot be reached, an attempt to reach them via the secretary, Chair or Dean is pursued until the individual is contacted.
 - The individual is apprised of their abuse and asked to refrain from continuing the infringement. If email related, the individual will be required to retract the offending message.
 - The individual will be sent a notification from IT via email of the abuse infraction and asked to return the email with their understanding and intent to comply via the policy.
 - The email notification/compliance will be kept on file.
- Level III - Contact/Action for Second Offenders
 - The individual account will be suspended immediately (disable ability to send/receive messages).
 - The individual who has abused the technology privileges is contacted by phone by a designated IT staff member under the direction of the Vice Provost and Dean of Academic Services and/or the Director of Information Technology
 - If the individual cannot be reached, an attempt to reach them via the secretary, Chair or Dean is pursued until the individual is contacted.
 - The individual Dean or manager is contacted concerning the repeated abuse.
 - The individual is apprised of their abuse and asked to refrain from continuing the infringement.
 - The individual account will be re-activated upon contact and compliance of the policy.
 - If email abuse, the individual will be required to retract the offending message.
 - The individual will be sent a notification via email of the abuse infraction and asked to return the email with their understanding and intent to comply via the policy and that they will lose account privileges completely upon the third offense.
 - The individuals Dean or manager will be sent a notification via email of the abuse

infraction and asked to return the email with their understanding that the individual will lose account privileges completely upon the third offense.

- The email notification/compliance will be kept on file from both the individual and the Dean or manager.

- Level IV - Contact/Action for Third Offenders
 - The individual account privileges will be suspended immediately, which consist of email and network privileges.
 - The individual who has abused the technology privileges is contacted by phone by a designated IT staff member under the direction of the Vice Provost and Dean of Academic Services and/or the Director of Information Technology
 - If the individual cannot be reached, an attempt to reach them via the secretary, Chair or Dean is pursued until the individual is contacted. The individual Dean or manager is contacted concerning the repeated abuse.
 - The HRO office is contacted concerning the repeated abuse.
 - The individual is apprised of their abuse and told that their privileges have been revoked.
 - The individual Dean or manager must contact the Vice Provost and Dean of Academic Services or the Director of Information Technology to discuss possible reinstatement of privileges.
 - Upon further review with the Provost (for faculty issues) and the HRO office (for staff issues), the determination to re-instate the technology privileges will be determined.
 - The decision will be kept on file.

- Overriding Issues
 - If at any time, the technology resources that have been abused are in jeopardy of causing mass problems for GVSU constituents or the network/files have been compromised, the Vice Provost and Dean of Academic Services or the Director of Information Technology may choose to immediately suspend the individual account to ensure the integrity and continuation of services for the rest of the constituents.
 - Upon a decision of this nature, the situation will be brought to the Provost, HRO, appropriate Dean or manager as quickly as possible to remedy the issue at hand.

PROCEDURES

PHONEMAIL POLICY

PC 11.9

Date of Last Update:

July 31, 2008

Approved By:

- President's Cabinet

Responsible Office:

Telecommunications

POLICY STATEMENT

Department main numbers and widely published phone numbers are “must-answer” lines and are not assigned PhoneMail. Personal lines and other lines that do utilize PhoneMail must follow the procedures below.

PROCEDURES

Department main numbers and widely published phone numbers are “must-answer lines” and will not be assigned PhoneMail. These numbers should always to be answered by a person.

A department main number is never to be forwarded to a PhoneMail box as this causes callers to be put into an endless PhoneMail loop.

All greetings are to be personalized and changed when users intend to be out of the office for more than one day, especially if they do not intend to check PhoneMail.

Users are to provide the caller with an alternative person’s name and telephone number to contact if they are going to be gone for any length of time.

PhoneMail users are to respond to messages within one business day unless they are on vacation.

Unit heads should monitor PhoneMail greetings when the initial installation is made and on a regular basis thereafter.

If you have any questions about PhoneMail usage or need to report a problem please call either extension 12148 or 12145 during working hours.

Vice President approval is required for PSS personnel to have PhoneMail installed.

PUBLIC FOLDER POLICY

PC 11.10

Date of Last Update:

April 19, 2015

Approved By:

- President's Cabinet

Responsible Office:

Information Technology

POLICY STATEMENT

GVSU provide public folders to allow postings from any Outlook user on events, announcements, information of interest and a method to buy/sell articles.

PROCEDURES

Guidelines for consistent and proper use

- Messages posted to the business related public folders should pertain to GVSU sponsored programs, events, or activities.
 - Messages intended for private business or personal profit shall not be posted
 - Commercial message and advertisements for non-GVSU entities shall not be posted
- Messages posted to the Barter Board specifically may refer to personal items for sale or items wanted to buy.
 - Messages intended for private business are not allowed
 - Commercial messages and advertisements for items for sale or services offered are prohibited, including home businesses.
 - Complaints relative to purchases of items advertised should be conducted privately
- Additionally, messages posted to these public folders board must respect the rights of other users; for example, they must comply with all University policies regarding sexual, racial, and other forms of harassment, and shall not divulge personal data concerning faculty, staff, or students without explicit authorization to do so.

Message life span:

- Any message posted here should be deleted by the author as soon as its purpose has been

resolved

- Messages will be deleted automatically after 7 days.
-

SECURE OFFICE PROCEDURE

PC 11.11

Date of Last Update:

April 19, 2015

Approved By:

- President's Cabinet

Responsible Office:

Information Technology

POLICY STATEMENT

It is the responsibility of all employees of the University to protect sensitive data against loss or theft. Awareness, education and practice of the following procedures can assist in this matter. These procedures are in place to help protect employees, customers, contractors and the university from damages related to the loss or misuse of sensitive information.

This document refers to securing sensitive data and physical hardware within an office environment or mobile environment where data may be referenced (at home or on a laptop). It is not meant to address electronic data stored on university servers.

PROCEDURES

Goals

In order to effectively protect and secure university data, the following goals have been established:

- a) Create, distribute and annually review the "Secure Office Procedure" document
- b) Train all staff members whose jobs relate to sensitive data on both the "Secure Office Procedure" and Information Security Best Practices
- c) Train departmental managers to be aware of the importance of the procedures and the need to enforce them

Staff Training

Employee awareness and education is an integral part of securing sensitive data for the university. The following procedures will be enforced to ensure proper training:

- a) Upon hire, the Secure Office Procedure and Setting Strong Password documents are emailed to the new employee Secure Office Procedures Page 2 of 4
- b) Secure Office Procedure and Setting Strong Password documents are sent annually to all employees via email
- c) Internal training, specific to each area, will be provided to employees who have access to sensitive data
- d) Information Technology will provide Best Practices information at IT seminars and offer to attend annual departmental meetings to cover the below topics:
 - i. Awareness of Social Engineering schemes
 - ii. Secure Office Procedures
 - iii. Strong Password creation
 - iv. Data storage
 - v. Data encryption
 - vi. Backups
 - vii. Anti-virus and Anti-spyware tools
 - viii. Non-secure technologies

GENERAL OFFICE SECURITY PRACTICES

The following procedures should be followed within office suites, individual offices or workrooms and mobile locations where data may be referenced:

- a) Keys or keycards used for access to sensitive data should not be left unattended
- b) Passwords should not be shared or written down and left in accessible locations
- c) If you have a student that will regularly be using your machine, contact the helpdesk and request a staff account for that student. (Do NOT give out your password)
- d) Make certain passwords aren't common information such as date of birth, names of children, pets, telephone numbers, etc.
- e) When you leave your workstation, lock your computer screen
- f) Lock up laptops, USB drives, external drives, etc. when unsupervised
- g) Contact the IT Helpdesk when a computer is to be passed to a new user. IT will clean the computer, removing previous data and place a clean image on the machine.
- h) Printouts containing sensitive data should be removed from networked printers

immediately and filed appropriately in secure cabinets

i) Dispose of sensitive data on hard copy by shredding immediately

j) Departmental front desk staff should confirm identity of all visitors (GVSU staff/student workers or non-GVSU employees) who are entering their area(s)

i. Employees should feel comfortable requesting what unit someone is from and the purpose of their visit

ii. Employees should feel comfortable confirming meeting prior to allowing staff member/student employee to proceed within their departmental areas

iii. Confirm with the GVSU employee they are scheduled to meet

iv. Non-GVSU employees must be escorted to/from meeting area/work area

v. Request ID if necessary

vi. Provide front office staff the ability to view your calendar or print a schedule of your meetings in advance so they will expect attendees

k) All staff should be responsible to watch for or listen to any unusual activity and to be cognizant of their surroundings.

Sensitive Information

Sensitive data can be distributed via hard copy or electronic means within an office. When given the choice, store data electronically versus printing a hard copy. Consider scanning a document to store it electronically versus hard copy.

a) "Sensitive information" includes but is not limited to the following items, whether stored in electronic or printed format:

i. All FERPA protected data*

ii. Credit card number (in part or in whole)

iii. Credit card expiration date

iv. Cardholder name

v. Cardholder address

vi. Social Security Number

vii. Business Identification Number

viii. Employer Identification Number

- ix. Paychecks
- x. Paystubs
- xi. Benefit information
- xii. Giving information/history
- xiii. Health information
- xiv. Content of external grants or contracts

b) Securing hard copy sensitive data:

- i. Lock cabinets containing sensitive data when not in use or when away for extended periods of time
- ii. Storage rooms containing sensitive data should be locked at the end of the day or when unsupervised
- iii. Desks, workstations, common work areas, printers, and fax machines should be cleared of all sensitive data when not in use
- iv. Whiteboards, dry erase boards, writing tablets, etc. should be erased, removed or shredded when not in use
- v. Documents to be shredded should be done so immediately or locked up until shredding can occur
- vi. At the end of the day, all sensitive data should be in a locked drawer or cabinet

c) Securing electronic sensitive data. Please contact Information Technology if there are questions in how you are storing/sharing sensitive data electronically.

- i. Refrain, when possible from storing sensitive data on your personal computer hard drive or any external personal devices. Instead use the network drive space.
- ii. If storing sensitive data is required on your personal computer hard drive or an external device, encryption and password protection should be applied
- iii. Engage the screensaver when workspace is unoccupied
- iv. Computer workstations should be shut down completely at end of work day
- v. Lock laptop or external devices containing sensitive data when not in use
- vi. Make certain data and/or PC work station screens are not visible to the public (e.g.- near windows, entry/exit doors, etc.)

vii. If email is used to share sensitive data, encryption and/or password protection should be used. The following statement should accompany the body of the email: “This message may contain confidential and/or proprietary information and is intended for the person/entity to whom it was originally addressed. Any use by others is strictly prohibited.”

*See information regarding FERPA data at www.gvsu.edu/registrar and click on FERPA

SOFTWARE SUPPORT POLICY

PC 11.12

Date of Last Update:

April 19, 2015

Approved By:

- President's Cabinet

Responsible Office:

Information Technology

POLICY STATEMENT

Information Technology is responsible for providing software support to the campus community. IT resources are finite. Therefore, reasonable limits must be identified regarding the number and variety of software products supported by IT. This policy is intended to define those limits.

PROCEDURES

The software industry is characterized by constant change. Therefore, it is unreasonable to establish a single, static list of supported software. It is equally unreasonable to force the campus community to change software on a frequent basis.

Information Technology will provide support for the most recent operating systems for Windows and Macintosh platforms as well as one version back.

Standard software applications issued with a university computer will be supported in the most recent version and one version back unless compatibility issues arise.

Institutional ownership of a site license does not imply IT support for all products covered by the

license. Software provided in labs and classrooms outside of the standard applications listed above are not supported by Information Technology. Software assistance is required through the vendor providing the application.

STANDING COMMITTEES OF THE UAS

SG 1.02

Date of Last Update:

January 07, 2019

Approved By:

- University Academic Senate / Provost

Responsible Office:

Provost Office

POLICY SCOPE

SG 1.02 Standing Committees of the UAS

The following committees report to the UAS via the ECS. Standing Committee meeting times shall be consistent over an academic year and be published on the faculty governance website. Any changes to the set meeting times must be made in a timely manner and agreed to by the committee members in consultation with ECS.

The elected Chair of each committee is responsible for publishing an agenda at least 4 class days before the scheduled meeting. Minutes of each meeting, with a roster of those in attendance, shall be published after approval by the membership of the committee. The Chair of each committee will also send the agenda and approved minutes to the Faculty Governance assistant to be made available in the secure area of the [Faculty Governance website](#).

POLICY STATEMENT

a. Academic Policies and Standards Committee (APSC):

i. Faculty Membership: Faculty membership of the APSC consists of four faculty members from the College of Liberal Arts and Sciences, one from each of the remaining colleges, and one from the university libraries. One additional faculty member elected by and from the UAS. The term of

office is two years beginning at the end of the winter semester; terms are staggered.

ii. Student Membership: One undergraduate and one graduate student representative selected by the Student Senate for a one-year term.

iii. Administration Membership: Provost or designee *ex officio*, non-voting.

iv. Responsibilities: To study, review, and make pertinent recommendations on academic policies and procedures including admission, retention and dismissal, repeat grades, withdrawal, academic calendar, and suspension of library privileges. The scope of study and review of the Academic Policies and Standards Committee is limited by the published “purposes” of other standing committees of the University Academic Senate.

b. Equity and Inclusion Committee (EIC): (*Established August 2017*)

i. Faculty Membership: Faculty membership of the Equity and Inclusion Committee consists of four members from the College of Liberal Arts and Sciences, one from each of the remaining colleges, and one from the university libraries. The term of office is three years beginning at the end of the winter semester. Terms are staggered.

ii. Student Membership: One undergraduate and one graduate student representative appointed by the Student Senate.

iii. Staff Membership:

One representative from the AP Committee (elected by the membership)

One representative from the PSS Union (elected by the membership)

iv. Administrative Membership (*ex officio*):

Vice President for Inclusion and Equity (or designee)

Provost (or designee)

Vice President for Enrollment Development (or designee)

Associate Vice President for Human Resources (or designee)

Director of Pew Faculty and Learning Center (or designee)

Dean of Students (or designee)

v. Responsibilities: The role of the EIC is to promote and facilitate faculty involvement in support of a healthy and equitable campus climate. The committee accomplishes its role by engaging social justice and diversity issues on campus, including but not limited to:

a) Advising UAS on policies and practices to recruit, support and retain a diverse faculty, staff and student body (*e.g.*, reviewing the Affirmative Action Plan on an annual basis).

b) Organizing and running events to promote awareness of the importance of social justice and campus diversity (*e.g.*, the Teach-in).

- c) Identifying faculty for the various university awards related to diversity.
- d) Fostering faculty involvement in student recruitment and retention efforts (e.g., working with pipeline, bridge, student support, and curricular programs)
- e) Serving as a liaison with the Division of Inclusion and Equity and Student Senate Diversity Affairs Committee.

c. Faculty Facilities Planning Advisory Committee (FFPAC) (as revised 12/01/17 by UAS)

- i. Faculty Membership: Faculty membership of the FFPAC consists of seven members from the College of Liberal Arts and Sciences, two from the Seidman College of Business, one from each of the remaining colleges, and one from the university libraries. The term of office is three years beginning at the end of the winter semester. Terms of those from colleges with two or more members are staggered.
- ii. Student Membership: One undergraduate and one graduate student representative selected by the Student Senate for a one-year term.
- iii. Administration Membership: One Facilities Planning representative *ex officio*, non-voting; one Faculty Teaching & Learning Center representative *ex officio*, non-voting.; one Information Technology representative *ex officio*, non-voting; one representative from the Registrar's Office *ex officio*, non-voting; and one representative from the Provost's office *ex officio*, non-voting
- iv. Responsibilities: The role of this Advisory Committee is to provide recommendations to Facilities Planning on planning, remodeling, and building academic facilities at Grand Valley, with the goal of providing an optimal teaching and learning environment. Specific responsibilities include:
 - a) Serve as a liaison between the Grand Valley academic community and Facilities Planning. In particular, inform and advise Facilities Planning on factors that affect teaching and learning; most importantly (but not limited to), classroom design.
 - b) Regularly review and identify problems with current teaching spaces, share this information with Facilities Services, and monitor the response.
 - c) Maintain a collaborative relationship with the building project committees in order to facilitate faculty input into decision-making.
 - d) Regularly review current GVSU design standards and make recommendations to Facilities Planning so that architectural and furniture standards that the university provides to new building design teams are in line with best practices as they relate to teaching (e.g. Universal Design

Standards), new trends in education, and that they address as much as possible any concern voiced by faculty.

e) In partnership with FTLCAC, make recommendations for more effective use of existing classroom technologies and appropriate use of existing classroom spaces.

f) Make recommendations to the appropriate bodies to ensure that all academic buildings and interior spaces are highly accessible.

d. Faculty Personnel Policy Committee (FPPC): *(as revised 10/30/15 by UAS)*

i. Faculty Membership: Faculty membership of the FPPC consists of four faculty members from the College of Liberal Arts and Sciences (CLAS), one from each of the remaining colleges, and one from the university libraries. College representatives must be tenured. The term of office for faculty members is three years beginning at the end of the winter semester. Terms are staggered.

ii. Administration Membership: The Assistant Vice President for Human Resources and the Assistant/Associate Vice President for Academic Affairs shall serve as *ex officio*, non-voting members.

iii. Responsibilities: The FPPC has the responsibility to review faculty personnel policy matters that extend beyond the college, as specified by the ECS, and make appropriate recommendations to the ECS. FPPC will elect a new chairperson by the end of the winter semester. The Chair of FPPC will attend the ECS meeting where the annual charges to the FPPC are finalized.

e. Faculty Salary and Budget Committee (FSBC): *(as revised 12/01/16 by UAS)*

i. Faculty Membership: Faculty membership of the FSBC consists of seven members from the College of Liberal Arts and Sciences (CLAS), two from the Seidman College of Business, one from each of the remaining colleges, and one from the university libraries. The term of office is three years beginning at the end of the winter semester. Terms of those from colleges with two or more members are staggered. The vote for chair occurs at the beginning of the Winter semester of the year in which the prospective chair is selected to serve.

ii. Student Membership: One undergraduate and one graduate student representative selected by the Student Senate for a one-year term.

iii. Administration Membership: The Provost or designee *ex officio*, non-voting.

iv. Responsibilities: The FSBC has three primary responsibilities:

a) To study pertinent data and make recommendations to the Senate through the ECS on the allocation of funds within the Grand Valley budget as a whole as well as within the budgets of the

administrative divisions,

- b) To study pertinent data and make recommendations to the Senate through the ECS on the items of the budget, compensation or faculty job security, and
- c) To study pertinent data and make recommendations on proposals for the establishment of additional units/programs at Grand Valley. These recommendations will be made to the Senate through the ECS at the Prospectus stage and through UCC at the New Program Proposal stage.

The President and/or ECS may request the FSBC to study specific items and make recommendations concerning them.

f. General Education Committee (GEC) [as revised 05/03/2018 UAS]

- i. Faculty Membership: Faculty membership of the GEC consists of nine members from the College of Liberal Arts and Sciences (CLAS), one from each of the remaining colleges, and one from the university libraries. The term of membership is three years beginning at the end of the winter semester. Terms from those colleges with two or more members are staggered. The General Education Director is an *ex officio*, non-voting member.
- ii. Student Membership: One student representative selected by and from the Student Senate for a term of one year.
- iii. Administration Membership: The Provost or designee *ex officio*, non-voting
- iv. Responsibilities:
 - a) to provide guidance and support to the university community regarding the aims, philosophy, achievements and problems of the General Education Program;
 - b) to review and act upon courses proposed for the General Education Program;
 - c) to make minor revisions to the General Education Program (for example, changing the name of a category or adding, revising, or removing a student learning outcome in the category);
 - d) to propose to UAS major changes to the General Education Program;
 - e) to ensure that the General Education skill and knowledge outcomes of each General Education course are assessed every three years:
 - 1. to review and provide formative and/or summative feedback on General Education Course Assessment Reports;
 - 2. to report annually on student performance of the General Education knowledge and skills outcomes to faculty governance:
 - 3. to submit a comprehensive report on student performance of the General Education

knowledge and skills outcomes, and share these results with faculty governance and the broader university community every three years:

4. to propose changes to the General Education Program or make changes to the assessment process informed by the assessment data.

f) to remove a course from the General Education Program (see SG 2.01) if:

1. changes have been made to course prerequisites that were not approved by the General Education Committee;

2. the course was not appropriately and effectively assessed by the unit in a timely manner as described in the Recertification Policy posted on the General Education website.

g. Graduate Council (GC) (*Revised at UAS 05/15/17*)

i. Faculty Membership: The Graduate Council (GC) is composed of no more than eighteen faculty members elected by the faculty: base membership includes two representatives from each college (Business, Community and Public Service, Education, Liberal Arts and Sciences, Engineering and Computing, Health Professions, Nursing, Interdisciplinary Studies), plus two representatives from the university libraries. Each committee member will serve on one of two subcommittees (Policy and Standards or Curriculum and Program Review).

Subcommittees will include one member from each college and the library. Faculty from the same college will serve for staggered three-year terms. Representatives on the GC shall hold graduate faculty status.

ii. Student Membership: Two graduate student representatives from different graduate programs, selected by the Graduate Student Association. Each subcommittee will have a graduate student representative.

iii. Administration Membership: The Dean and Associate Dean of the Graduate School serve as an ex-officio member, as representatives of the Provost. Other ex-officio members include administrative staff that have a central role in graduate education including the Office of the Registrar, Office of Admissions, and the Center for Adult and Continuing Studies designees.

iv. Responsibilities: The GC is responsible for matters related to graduate education at Grand Valley, to include (but not limited to):

a) To review and recommend actions upon new proposed graduate programs and/or revisions to current graduate programs.

1) New graduate program proposals, certificates and proposals for change to programs or certificates will be reviewed. As program matters are reviewed by the GC, the proposers may be invited to participate in the discussion and review process. Recommendations from the GC

related to program matters will be transmitted via the online curriculum system.

b) To review and recommend actions upon and, as needed, initiate policies and standards related to graduate education that ensure quality, consistency, equity, and fairness, while not impinging upon the disciplinary expertise and responsibility of the program faculty. This shall include matters related to admission, program progress, and completion for post-baccalaureate students in non-degree, certificate, and degree program statuses.

1) Recommendations regarding policy changes or new policies or standards for graduate education will be referred to the ECS for final action.

2) To identify and monitor quality indicators of graduate education.

c) To review and recommend actions upon requests for exceptions to university minimum standards or policies.

d) To review and recommend actions related to existing graduate programs at the time of assessment and/or program review and/or accreditation.

1) Existing graduate programs shall be reviewed by GC on a revolving and regular schedule, aligned with the UAC program review and external accreditation review (if applicable). The review will employ quality indicators developed by GC that are outside of the normal UAC purview, but incorporate appropriate program materials submitted to UAC and FSBC.

e) To advise on allocation of university financial support for graduate students.

f) To call meetings of all faculty to discuss emerging issues in and strategic planning for graduate education at Grand Valley.

v. Procedures -- Curricula and Program

a) Course proposals and requests for program exceptions from graduate policies will be sent from the College Curriculum Committees to the UCC, which will transmit such proposals and requests to the GC.

b) Curriculum proposals submitted to the GC should be as detailed and complete as possible. Requests for program exceptions should contain a complete and convincing rationale for the exception and show what other aspects of the program address the policy to which an exception is being requested. Curriculum proposals and exceptions will be reviewed and evaluated on the basis of graduate policies in place at the time of the review.

c) Curricular proposals to be considered by the GC will be referred to its Curriculum Subcommittee (GC-CC). While the GC-CC is reviewing proposals, the documents will be available for review of the entirety of the GC on the Council's web site, or general web sites of Grand Valley

Faculty Governance. Proposals requiring vote of the GC to formalize the actions of the GC-CC include the following: a) all final plan documents, b) program changes with associated course proposals, c) prospectuses of all types, d) proposals denied approval by the GC-CC. Proposals approved by the GC-CC that do not fall within the categories above will be forwarded to UCC for action by the GC chair no sooner than five (5) calendar days after the GC-CC's approval.

d) At any time subsequent to the GC-CC approval and prior to the forwarding of proposals to UCC, action of the GC as a whole may be requested for documents that would not usually be reviewed by this governance body in its entirety. Any GC member, deans, department heads or faculty of the proposing college/department, chairpersons of any other faculty governance body including the ECS/UAS, or the Provost may make these requests. Such requests shall be directed to the GC chair. Consideration of the proposal(s) referred to the GC general membership will then be scheduled for the next regular meeting of the GC.

e) Positive recommendations from the GC related to curriculum and program matters will be referred to the UCC for final action.

f) As curriculum and program matters are reviewed by the GC, the proponents of the matter will be invited to participate in the discussion and review process. If, upon review, there are concerns or problems with the request it will be referred back to the appropriate College Curriculum Committee and the initiating unit, with clarification of concerns and suggestions for revision.

g) If the item is resubmitted, and if the GC again rejects it, an appeal of the GC decision may be taken to the UCC.

h) The UCC may convene representatives of both parties to review the matter. The decision of the UCC will be final.

vi. Policies and Standards: Positive recommendations regarding policy changes or new policies and standards for graduate education will be referred to the ECS for final action.

h. Pew Faculty Teaching Learning Center Advisory Committee (FTLCAC) (as revised by UAS 4/3/15)

i. Faculty Membership: Faculty membership of the Pew FTLCAC consists of four members from CLAS, one from each of the remaining colleges, and one from the university libraries. The term of office is three years beginning at the end of the winter semester. Terms are staggered.

ii. Student Membership: One undergraduate and one graduate student selected by the Student Senate for a term of one year.

iii. Administration Membership: The Director and Faculty Fellows of the Pew FTLC *ex officio*,

non-voting. A representative from Information Technology, *ex officio*, non-voting.

iv. Responsibilities: The role of the Advisory Committee is to provide advice on policy, direction and performance of the Pew FTLC, including:

a) Serve as a liaison between the Grand Valley faculty and the Pew FTLC Staff disseminating information to faculty/units/colleges from the Pew FTLC and also providing feedback to the Pew FTLC about its programs, policies, and services.

b) Provide information about faculty development needs and advocate for professional development activities related to teaching and learning.

c) Initiate and/or respond to discussions of teaching and learning issues, referring them to appropriate bodies of necessary.

d) Every member of the FTLCAC (except for the committee chair) will serve on one of two sub-committees – either to review competitive grants or to review teaching award nominations.

e) In the case of a vacancy, serve on a search committee for Pew FTLC Administrative Staff.

i. [University Assessment Committee \(UAC\)](#) (as revised at UAS 3/2/18)

i. Faculty Membership: Faculty membership of the UAC consists of eleven faculty members from CLAS; two each from the Seidman College of Business, the College of Community and Public Service, the College of Education, the Padnos College of Engineering and Computing, and the College of Health Professions; and one each from the Kirkhof College of nursing, the Brooks College of Interdisciplinary Studies, and the University Libraries. Academic and service unit representatives serve three-year staggered terms beginning at the end of the winter semester.

ii. Service unit Membership: Service unit membership of the UAC consists of six representatives with at least one representative from each of two areas: Advising and Student Services. Representatives will be appointed by the Provost. Service unit representatives serve three-year staggered terms beginning fall semester.

iii. Student Membership: One undergraduate and one graduate student representative selected by the Student Senate for a term of one year.

iv. Administrative Membership: The Provost or designee *ex officio*, non-voting

v. Responsibilities: The UAC is responsible for:

a) Providing leadership and support to university constituents as they design and implement the five to six year self-study report and every two year student learning outcome assessment plan/report with strategic plan updates based on best practices.

b) Reviewing and providing feedback on assessment plans, reports, and self-studies submitted by all academic programs and most service units *

c) Providing instructions for reporting formats and schedules.

d) Providing feedback to Administration in support of ongoing accreditation standards as set forth by the Higher Learning Commission.

e) Conducting user training on the on-line system for reporting Assessment reviews/plans and Self-Study updates/reports.

f) Maintaining and updating the UAC website, Blackboard site, submission links as needed, and Assessment Report and Self-study (ARSS) automated timeline and notification system (4 month and 2 month notifications).

* Service unit representatives are appointed to serve as the primary reviewer of reports submitted by service units.

j. University Curriculum Committee (UCC) (As revised by UAS 04/13/18)

i. Faculty Membership: Faculty membership of the UCC consists of seven members from the College of Liberal Arts and Sciences (CLAS), one from each of the remaining colleges, and one from the university libraries. The term of membership is two years. Terms of those from colleges with two or more members are staggered.

ii. Student Membership: One student representative selected by the Student Senate for a term of one year.

iii. Administration Membership: One representative from the Graduate Council (GC) *ex officio*, non-voting and the Provost or designee *ex officio*, non-voting.

iv. Responsibilities: The UCC is responsible for a wide range of curriculum matters at Grand Valley; its responsibilities include, but are not limited to, the following:

a) to review and make recommendations on all degree requirements and on all new program proposals;

b) to review and make recommendations on all proposals involving academic credit, including continuing education;

c) to review the courses recommended by the colleges to fulfill the General Education requirements;

d) to review the Honors courses and seminars which will take the place of General Education requirements in the Honors Program;

e) to review the proposals of the colleges for programs to be offered off-campus and to

recommend to ECS/UAS on matters of purpose and function of off-campus and summer programs;

- f) to oversee the online curriculum development process.
- g) to meet with the chairs of College Curriculum Committees annually in order to communicate best practices and university policies regarding curricular issues;
- v. In addition to reporting to the ECS, the UCC may make recommendations directly to individual academic units.

k. Online Education Council (OEC)

- i. Faculty Membership: Faculty membership of the Online Education Council consists of the Chair of the UCC, serving as Chair of the OEC, an additional member of UCC (appointed by the Chair of UCC), Chair Graduate Council Curriculum Committee, and a faculty member with expertise in online pedagogy (appointed by Provost, in consultation with Faculty Governance). The term of membership is three years.
- ii. Student Membership: One graduate student representative selected by the Student Senate for a term of one year.
- iii. Administration Membership: The Provost or designee *ex officio*, non-voting, and Director of FTLC, non-voting. The following administrators may be called upon for consultation as needed, all non-voting: Director of IT, Director of Continuing Education, Chair of General Education Committee, Disciplinary representative, Director of Disability Services, and University Libraries representative.
- iv. Responsibilities: The Council's responsibilities will include, but is not limited to the following:
 - a) participate in a FTLC faculty development workshop for online/hybrid pedagogy in order to best facilitate OEC recommendations to the faculty;
 - b) develop university pedagogy and oversight standards for online and hybrid programming consistent with traditional course offerings;
 - c) evaluate online and hybrid offerings (the recommendation of OEC will be appended to the online curricular system, analogous to current recommendations by IT and University Libraries);
 - d) create recommendations for faculty development of faculty who teach online and hybrid offerings;
 - e) review and make changes to curricular forms that address online and hybrid pedagogy issues when appropriate;
 - f) request changes to Syllabus of Record in cases of substantial change to existing course due

to online/hybrid delivery mode;

g) in consultation with FTLC, develop student evaluation instrument to be used in all online and hybrid courses that include questions particular to online/hybrid pedagogy as determined by best practices;

h) create communication plan of online and hybrid course offerings in these programs to internal offices (e.g. Admissions, University Libraries);

i) develop recommendations of consistent workload guidelines with regard to online and hybrid curriculum, in consultation with other faculty governance committees;

j) develop assessment tools for online and hybrid courses, in consultation with FTLC and UAC.

DEFINITIONS

Quorum: A simple majority of the total voting membership of the committees shall constitute a quorum for the enactment of business.

IMPLEMENTING REDUCTION IN FACULTY DUE TO CHANGING ENROLLMENT PATTERNS

SG 2.09

Date of Last Update:

January 07, 2019

Approved By:

- University Academic Senate / Provost

Responsible Office:

Provost Office

POLICY STATEMENT

Guidelines for Implementing Reduction in Faculty Due to Changing Enrollment Patterns

The following guidelines should be followed for any reduction in workforce. See Board of Trustees' Policies [BOT 4.2.15](#) for additional information.

A. Role of the Unit

The unit is evaluated with respect to the University's role and mission, and the University curriculum, as well as its relationship to other programs in the region and state.

B. Enrollment History

The enrollment history is evaluated on the basis of a list of the full-time equivalent students (FTES) taught by the unit.

C. Efficiency

In addition to the student/faculty ratio, both cost per student credit hour and teaching load are examined.

D. Number of Majors

The number of majors for a unit reported for each year is reviewed.

E. Service Factor

The service factor measures the dependence of other collegiate units on the one being evaluated. This evaluation is based on the number of credits taught by the unit to majors not their own (balance of trade) as well as by an examination of general education and cognate requirements.

F. Professional and Community Contributions

The professional and community contributions by the unit are considered. Sources of such information include unit evaluations, consultant reports, and departmental records.

G. Future Demand

The future demand for the unit is a judgment based on the impact of additions, deletions, or modifications in programs. In addition, changes in institutional need and external conditions will be considered.

All data to be provided by the [Office of Institutional Analysis](#).

FACULTY RESPONSIBILITIES

SG 3.01

Date of Last Update:

January 07, 2019

Approved By:

- University Academic Senate / Provost

Responsible Office:

Provost Office

POLICY STATEMENT

Grand Valley State University recognizes the value of mentoring for all faculty and especially for new faculty. The University provides new faculty with a first-year, University-Wide Mentor Program that is designed to support them as they begin to engage as teachers, scholars, and citizens of the university and greater community and begin to adjust to their responsibilities as faculty. Colleges and/or units provide additional discipline-specific, and unit- and/or college-specific mentoring. All new faculty are strongly encouraged to begin immediate participation in the University-Wide Mentor Program regardless of appointment date.

The role of a faculty member involves an interlocking set of responsibilities to students, to colleagues in both the institution and the wider profession, to the institution itself and its surrounding community, to the advancement of knowledge and understanding in the faculty member's field, and to the ideals of free inquiry and expression. Normally, these are articulated as the areas of teaching (Regular Faculty) or professional effectiveness (Library Regular Faculty), scholarship and creative activity, and service, as outlined in the Board of Trustees' Policies [BOT 4.2.9](#).

Each unit shall establish expectations, in writing for all its faculty, in the areas of teaching (for Regular Faculty) or professional effectiveness (for Library Regular Faculty), scholarship and creative activity, and service based on disciplinary standards and best practices and unit, college and university goals and work. Teaching (for Regular Faculty) or professional effectiveness for (Library Regular Faculty), scholarship/creative activity, and service are included in each faculty member's workload. For both Regular Faculty and Library Regular Faculty, these unit expectations will be approved by the unit faculty, unit head, and the dean.

Regular Faculty

The primary responsibility of faculty is effective teaching [as described in the Board of Trustees' Policies [BOT 4.2.9](#)]. Effective teaching must be documented by: a) self-evaluation, b) peer evaluation, and c) student evaluations. Evidence of effective teaching is a significant factor in contract renewal, tenure, promotion, and salary increment decisions. Units should periodically review and clarify course expectations of students. Appropriate course expectations, pedagogies, and assessment vary, depending on the discipline, course level and class size.

A regular faculty member whose appointment is at least half-time but less than full-time shall be

considered "part-time" when referred to in the *Faculty Handbook*. Part-time regular faculty are expected to complete the same kind of work as full-time regular faculty, but in proportion with their appointment. Relevant items such as workload and significant focus expectations, sabbatical eligibility, promotion eligibility, and performance evaluation procedures shall be stated in writing from the Dean. These terms may be modified from time to time as circumstances change. [See also Board of Trustees' Policies BOT 4.2.4.](#)

Library Regular Faculty

The primary responsibility of Library Regular Faculty is professional effectiveness [as described in the Board of Trustees' Policies [BOT 4.2.9.](#)]. Evidence of professional effectiveness is a significant factor in contract renewal, tenure, promotion, and salary increment decisions. Evaluation of professional effectiveness will be on the basis of the judgment of colleagues and/or those who are instructed or served.

A. Teaching and Professional Work

Regular Faculty: Workload

Normally, within a full-time load, the expectation for teaching shall be 18 credits per academic year. Evidence of effective teaching is significant in decisions on tenure, promotion, and salary increments. Each unit, with the approval of its dean, shall determine the number of courses that are required when any or all of the courses are other than three credits. Each unit, with the approval of its dean, shall also determine equivalencies of studios, labs, rehearsals, team-teaching, distance education, supervision of theses or student research, clinical or internship supervision, independent study or reading courses, teaching extraordinarily large classes, and other such formal teaching activities. Normally, no more than three different course preparations will be required of any faculty member in any semester.

Library Regular Faculty: Workload

The expectations for Library Regular Faculty are particular to each position, detailed in position description documents approved by the dean. Normally, within a full-time load, professional work assignments combine with scholarly/creative activities and service in 12-month appointments to equal full-time appointment.

B. Scholarly/Creative Activity

All Faculty

1. Within their areas(s) of expertise, all full-time ranked faculty members [[as described in the Board of Trustees' Policies BOT 4.2.9.](#)], including Library Regular Faculty [[as described in the Board of Trustees' Policies BOT 4.2.9.](#)] are responsible for effective scholarly or creative activity.

The university expects all faculty members to be active scholars or artists who contribute to the development and application of knowledge and create a dynamic environment for learning. The university expects a faculty member to establish a record of scholarly or creative endeavor that is meaningful within the scholar's discipline.

2. Grand Valley State University accepts and employs the typology of scholarly activity that was first conceptualized by Boyer (1990). As such, scholarship may originate in any one of the four ways described below. These four forms of scholarship and creative activity shall be recognized by all units as equally valid forms of scholarship in decisions on tenure, promotion and salary increments.

I. Scholarship of Discovery

In discovery, the scholar develops new knowledge or products to answer a question that is theoretically based and then communicates the results. Viewed by the academic community as traditional research, the scholarship of discovery is the pursuit of truth and knowledge for its own sake within a specialized academic area. The scholarship of discovery contributes to the stock of human knowledge and the intellectual environment of the university.

II. Scholarship of Integration

The scholarship of integration combines knowledge across disciplines and communicates the results. Integration extends research and expands meaning by making connections across disciplines, bringing the focus of inquiry to bear on the broader context and deeper relationships that link and synthesize specialized knowledge into more inclusive patterns.

III. Scholarship of Application

The scholarship of application serves the interests of the larger community by applying existing knowledge to societal and professional problems directly tied to one's area of expertise (sharing one's expertise). Theory and practice vitally interact, and one renews the other. The scholarship of application differs from the focus on research and synthesis is crucial to the first two forms of scholarship. Here the scholar uses knowledge to solve specific problems.

IV. Scholarship of Teaching

The scholarship of teaching focuses on the study and improvement of teaching and learning. It involves systematically investigating teaching and assessment practice and/or students' learning to develop, transform, and extend teaching activities and other aspects of pedagogy for other professionals to build upon.

3. The goal of scholarly activity is a creative, intellectual contribution to knowledge that is validated by peers and shared with others: in addition to this result, Grand Valley State University

also recognizes additional forms of scholarship. All scholarly/creative work must be appropriately documented so that colleagues are able to evaluate its quality and significance.

Grand Valley State University uses the following three categories to describe scholarship/creative activities:

I. Advancement of Knowledge/Creative Expression:

Scholarly and creative work in this form advances knowledge or creative expression in the field through two characteristics: (1) the product is in a publicly accessible format and is disseminated outside of GVSU, (2) the product utilizes a process to judge the quality and value of the contribution to the discipline; this is generally through the use of peer review, but some disciplines may use other appropriate processes.

II. Scholarly Engagement

Scholarly engagement demonstrates an active scholarly/creative activity agenda through the use of existing disciplinary knowledge to produce a product that is disseminated to peers, users, or decision makers. These products typically utilize less stringent public/private validation or judgment of work. Some of them will later become Advancement of Knowledge/Creative Expression (e.g., conference presentation that is later published as a peer-reviewed article). In addition, documented scholarly/creative work-in-progress fits into this category.

III. Professional Development

Scholarly and creative work of the professional development type are those scholarly and creative activities undertaken by educators to improve their disciplinary knowledge, competence, or skills.

4. Examples of scholarly/creative work in each category include, but are not limited to the following [examples of faculty responsibilities in the area of scholarly/creative activity](#).

Colleges and units can add items as long as they adhere to the category definitions. Teaching and services activities should not be listed as examples of scholarly/creative activities. If a faculty member feels a specific scholarly undertaking should be part of a different category, they can appeal to the Dean of the college/library. If a unit believes that a specific scholarly activity should be permanently part of a different category then they can seek approval from the University Personnel Review Committee.

5. Standards for Tenure, Promotion, and Annual Review

Grand Valley State University recognizes disciplinary differences; there are, however, minimum university-wide standards for major personnel decisions. A unit is free to establish more stringent standards.

I. Contract Renewal

To receive contract renewal, a candidate must have articulated a coherent scholarly/creative activity agenda and demonstrated progress towards tenure.

II. Tenure and Promotion to Associate Professor/Associate Librarian

To achieve tenure or promotion, a candidate must have two contributions from the Advancement of Knowledge/Creative Expression category OR one contribution from the Advancement of Knowledge/Creative Expression category and three contributions from the Scholarly Engagement category.

III. Promotion to Full Professor/Senior Librarian

To be promoted to full professor/senior librarian, a candidate must meet specific unit standards. Unit standards will address work done in the previous six years before application for full professor, and the standards must be more rigorous than those required for tenure and promotion to associate professor.

IV. Annual Reviews

Ongoing scholarly/creative activity includes professional development and scholarly engagement; these constitute the minimum foundation of scholarly endeavor and are expected components of everyone's annual workload. Each unit will specify what form of scholarship/creative activity it expects on a yearly, ongoing basis.

C. Service

All Faculty

Shared university governance, contributions to GVSU communities, and the development of disciplines and professions all depend on meaningful service from faculty members. In addition to teaching and scholarly/creative activities within a normal full-time load, all Regular Faculty [as described in the Board of Trustees' Policies [BOT 4.2.9.](#)], including Library Regular Faculty [as described in the Board of Trustees' Policies [BOT 4.2.9.](#)], are expected to engage in service as determined by the unit, college, and profession.

Faculty members are expected to undertake increasingly responsible service work over the course of their university careers. It is also expected that untenured faculty members will concentrate on developing competence in teaching or professional effectiveness and scholarship and that the amount of expected service will be adjusted accordingly. Normally, service is not a compensated activity; exceptions to this must be approved by the Dean of the College.

Evidence of service is significant in decisions on tenure, promotion, and salary increments. Each unit and the library must establish its own standards and criteria for evaluation [as described in

the Board of Trustees' Policies [BOT 4.2.9.1.C](#) and [BOT 4.2.9.2.C](#)]. These standards must discuss both the type and amount of service work expected for various faculty ranks. Both quantity and quality of service work must be part of the evaluation. Normal departmental activities (e.g., attendance at department or college meetings, reviewing sabbatical proposals, commenting on personnel files, etc.) are a basic expectation of all faculty members. These activities are not sufficient to be considered satisfactory performance in the area of service.

1. [Service to the Institution \(Unit, College, University\)-](#)

GVSU depends on its faculty members for the time, energy, and the leadership that will enable the university to accomplish its mission. It is only through the service activities of faculty that GVSU is able to sustain strong shared governance. In addition to committee work, service to both current and prospective students and to alumni are also valued service activities.

2. [Service to the Discipline and Profession-](#)

As representatives of a particular discipline and members of a scholarly community, GVSU faculty members are responsible for advancing their professions and enhancing the quality of scholarly and professional organizations.

3. [Service to the Community-](#)

Service to the community involves faculty members acting as representatives of the university while using their expertise to contribute to the public's knowledge and welfare. Community service can sometimes be integrated with scholarship if a community engagement project results in a scholarly outcome.

[Examples of activities in each service category.](#)

D. Area of Significant Focus

Regular Faculty

A significant focus is concentrated activity that will, at its conclusion, produce a meaningful, documented outcome in teaching, scholarship, and/or service. It is undertaken in addition to expectations in those three areas. A significant focus can be a one-semester undertaking, or it can take multiple semesters to complete. Each semester, the significant focus shall require approximately the same amount of time as teaching a 3-credit hour or standard course. It shall not have been counted as part of the expected teaching load or have been compensated externally or additionally; exceptions to the compensation exclusion must be approved by the dean of the college. Faculty members should confirm that their choice of significant focus of activity is consistent with their unit's and college's expectations for tenure and promotion.

In their annual Faculty Activity Plan (see Shared Governance SG 3.02), every regular faculty

member shall propose a significant focus. The significant focus will be reviewed and approved by the unit head and dean. In the annual Faculty Activity Report, every faculty member shall describe the progress that was made in the proposed area of significant focus.

A significant focus differs from reassigned time. See Shared Governance SG 3.03 for an explanation of reassigned time.

Library Regular Faculty

Library Regular Faculty may optionally negotiate a temporary adjustment to their normally assigned expectations established by the unit in the areas of professional effectiveness, scholarship/creative activity and service in a given year to take on a proposed area of significant focus. This significant focus will be reviewed and approved by the dean. Faculty members anticipating review for personnel action, and especially action for tenure and promotion will want to ensure that their significant focus of activity is consistent with their unit's and college's expectations for tenure and promotion.

FACULTY PLANNING: FACULTY ACTIVITY PLANS AND FACULTY ACTIVITY REPORTS

SG 3.02

Date of Last Update:

January 07, 2019

Approved By:

- University Academic Senate / Provost

Responsible Office:

Provost Office

POLICY STATEMENT

Grand Valley State University uses a two-part faculty planning process. The first part of the process involves each faculty member consulting with their Unit Head and putting together a prospective Faculty Activity Plan (FAP) that outlines their anticipated activities and significant focus for the next calendar year. The second part involves filling out a retrospective Faculty Activity Report (FAR) to document how much of their FAP they were able to complete. The purposes of this planning process are to allow faculty members to develop individualized activity

plans that reflect various career stages and interests, to help tenure-track faculty make positive progress towards tenure, to encourage all faculty to continue to be reflective about their roles at the university, and to provide a more objective basis for salary adjustments. (See Shared Governance SG 3.08 : [Faculty Salary Adjustment Program](#) and Board of Trustees' Policies [BOT 4.2.10.5 D: Candidate Materials](#)).

A. Faculty Activity Plan (FAP)

Faculty members plan their teaching, scholarship, and service activities a year at a time and share them with their Unit Head for advice and agreement. By **October 1** of each year, faculty members shall prepare and submit Faculty Activity Plans (FAPs) for the calendar year ahead (the coming winter and following fall semesters), indicating the courses they are prepared to teach, the service activities (including reassigned time) in which they may engage, and the expected outcomes of their Significant Focus ([see SG 3.01.D](#)). The Unit Head will collect and review the FAPs and will hold individual discussions with each untenured faculty member. When both Unit Head and the faculty member are satisfied that the proposed FAP is realistic and consistent with unit and college expectations, the Unit Head signs it and makes it available to the unit. If modifications to the FAPs of either tenured or untenured faculty are needed as the year progresses, the faculty member discusses necessary changes with the Unit Head and edits the FAP to reflect approved changes. At the close of the calendar year, all FAPs will be appended to the corresponding year's Faculty Activity Reports .

B. Faculty Activity Report (FAR)

Faculty members shall prepare and submit current vitae along with Faculty Activity Reports (FARs) for the preceding calendar year not later than **February 1** of each year. The FAR lists the courses that were taught, details the service (including reassigned time) that was performed, and explains the outcomes of the Significant Focus. Each year's FAR should discuss how much of the work anticipated in the corresponding FAP was able to be completed and explain any additional work performed. The Unit Head will collect the vitae and FAR, append to it the corresponding FAP, and distribute the three documents to the unit for peer review. The compiled results of the peer review and Unit Head's evaluation form the basis of the annual discussion between Unit Head and faculty to set salary. These documents also are used cumulatively to inform tenure and promotion decisions (see Shared Governance [SG 3.07](#) and [SG 3.08](#)).

The policy for extending probationary appointments by pausing the tenure clock can be found in the Board of Trustees' Policies [BOT 4.2.7.2](#)

FACULTY TEACHING REQUIREMENTS (SELECTED)

SG 3.04

Date of Last Update:

January 07, 2019

Approved By:

- University Academic Senate / Provost

Responsible Office:

Provost Office

POLICY STATEMENT

Faculty Teaching Requirements (Selected)

A. Absence from Class

Faculty members are responsible for meeting all classes for which they are scheduled. If faculty members are absent from teaching responsibilities due to illness, they should notify their unit heads and arrange for their students to be so informed at the beginning of the scheduled class meeting.

In those cases where absences can be anticipated, approval for such absences must be obtained from the unit head. The faculty members are then responsible for arranging for substitutes or otherwise covering their teaching assignments.

B. Change of Instructor, Time, or Place of Meeting

Change of instructor, time, or place of meeting for a scheduled class may be made only with the approval of the unit head and the Dean of the College. The office of the Dean of the College sends changes to the [Registrar's Office](#) where a current master schedule is maintained.

C. Information Given at Beginning of Semester

Students should be provided with a course syllabus, in paper or electronic form, containing at least the following:

1. General course information. Instructor name, contact information, office hours, and required resources such as textbooks should all be specified. Prerequisite courses listed in the catalog need not be reproduced but if specific prerequisite skills or knowledge are necessary they should be pointed out to students here.

2. Learning objectives. The student learning objectives listed in the syllabus of record must all be represented in the objectives listed in the course syllabus, though the course syllabus may be more specific and may include additional objectives.
3. Kinds of activities and assessments to be used. This need not be a detailed list but should give students a clear idea of the kinds of work to be expected: projects, papers, in-class exams, field trip reports, etc.
4. Grading scheme. This section should give students a clear idea of the relative importance of different kinds of assessments and the basic scheme that will be used to assign final grades.
5. Course specific policies. The syllabus should describe the instructor's policies that apply to this particular course on topics such as attendance, makeup mechanisms for missed work, late assignments, handling of academic misconduct, etc. If the course is subject to particular GVSU requirements (for example, those for SWS or General Education courses), pointers to those requirements should be given.
6. A pointer to the University's list of policies that apply to all courses. Recommended: "This course is subject to the GVSU policies listed at <http://www.gvsu.edu/coursepolicies/>."

D. Office Hours for Student Conferences

Members of the faculty are expected to post and maintain adequate office hours.

E. Selection of Textbooks

Faculty members are responsible for submitting information on textbooks and other required material for their courses when such information is requested from the [University Bookstore](#). Policies concerning use of self-authored textbooks may be found in President's Cabinet [IPC 3.12](#) Textbooks and Course Materials Policy.

F. Culminating Experience

Instructors are expected to provide a culminating experience for each course. This experience should be held at the same time and location scheduled by the Registrar. Any exceptions must be approved by the appropriate academic dean.

PROFESSIONAL ETHICS

SG 3.05

Date of Last Update:

March 11, 2019

Approved By:

- University Academic Senate / Provost

Responsible Office:

Provost Office

POLICY STATEMENT**Professional Ethics**

The University recognizes that membership in the academic profession carries with it special responsibilities and that the University bears a responsibility for articulating and maintaining ethical standards. The University normally handles questions concerning propriety of conduct internally by reference to either faculty committees convened to review particular infractions or to standing committees such as a college personnel committee.

A. Human Subjects Review

All projects within Grand Valley State University involving research on human subjects require review and approval by the Human Research Review Committee. To view the procedure for review and approval, go to the [Research Compliance & Integrity](#) website.

B. Animal Research

Grand Valley State University (GVSU) policy and federal law require a review of research projects for humane treatment and judicious use of vertebrate animals. Vertebrate animals include wild, captive, domestic, and laboratory fish, amphibians, reptiles, birds, and mammals. At GVSU, this review is conducted by the GVSU Institutional Animal Care and Use Committee (IACUC). Principal Investigators must obtain approval from the IACUC before initiating any research, testing or instructional project involving the use of vertebrate animals. To view the procedure for gaining approval, see the information at the [Institutional Animal Care and Use](#) website.

C. Handling Allegations of Misconduct in Research

Misconduct in research, scholarship, and creative activities means fabrication, falsification, plagiarism, or other practices that seriously deviate from those commonly accepted within the academic community. Grand Valley State University has established and abides by uniform policies and procedures for investigations and reporting instances of alleged or apparent misconduct. To view the policies and procedures, go to the [Research Misconduct Procedures link](#).

D. Professionalism in Professor-Student Relationship

Each faculty member is expected to respect the confidential nature of the professor-student

relationship and avoid any exploitation of students for private and/or professional advantage. In keeping with its responsibility to provide a congenial atmosphere in which all students have an equal opportunity to learn, the University disapproves of and seeks to eliminate discriminatory behavior directed against individuals. Such behavior, which may take the form of statements, jokes, examples, and illustrations that reveal stereotypic and discriminatory attitudes, is considered inappropriate.

E. Outside Employment

Since faculty and staff members are required to fulfill their responsibilities completely and effectively, any outside employment which a faculty or staff member wishes to undertake must be approved in advance by the appointing officer.

Faculty members should annually review the nature of any outside employment with their unit head. In addition, teaching at other colleges should have the prior approval of the unit head.

Information about faculty obligations and Rights in published material, inventions and secret processes, the Oath of Teachers, and Research Integrity can be found in Board of Trustees' Policies [BOT 4.1.10](#).

FACULTY EVALUATION PROCEDURES

SG 3.07

Date of Last Update:

January 07, 2019

Approved By:

- University Academic Senate / Provost

Responsible Office:

Provost Office

POLICY STATEMENT

Faculty Evaluation Procedures:

A. Written Performance Expectations

Each unit will develop written performance expectations (for contract renewal, tenure, promotion, and sabbatical leave) of all unit faculty as appropriate to various ranks. These expectations should be specific to the disciplinary focus of the unit but compatible with the performance expectations

of all faculty as expressed in the Faculty Handbook and of the college/school in which the unit is housed.

B. Faculty Activity Reports and Faculty Activity Plans

Annually, by **October 1**, each faculty member will prepare a Faculty Activity Plan (FAP) for the next calendar year and by **February 1** submit the Faculty Activity Report for the preceding calendar year. These documents should address how his/her activities and achievements comply with the general expectations of the unit, college/school, and the university. The Faculty Activity Plans and Faculty Activity Reports will be reviewed by the unit head and the dean of the college (or by a designee of the dean) for consistency with unit and college expectations and be made available to the unit faculty members.

C. Student Course Evaluations

Normally, student evaluations of each course are completed each semester.

D. Peer Evaluations

See the process identified in Board of Trustees' Policies [BOT 4.2.3 through 4.2.10](#).

E. Collegiality

1. Faculty members are expected to refrain from engaging in non-collegial behavior towards each other that will threaten or harm the productive environment critical for the progress and success of the unit and the university community. The functions of teaching/professional effectiveness, scholarship/creative activities, and service should be free from "incivility, misuse of authority, intimidation, humiliation, retaliation, and infringement upon personal and academic freedoms". (Source: President's Cabinet policy 3.3)
2. Collegiality should be understood in the professional, not personal, terms, and it relates to the performance of a faculty member's duties. Collegiality does not refer to one's view of another's social skills or position on controversial issues, which should not be part of the faculty evaluation process. Nor does collegiality require a display of enthusiasm, dedication, or of a good "fit" within the unit.
3. Collegiality is not a fourth, separate evaluation criterion at Grand Valley. Only the three criteria specified in the General Personnel Policies (i.e., teaching/professional effectiveness, scholarly/creative activities, and service) are appropriately part of the evaluation process; however, noncollegial behavior can be relevant as a qualitative standard applied to those three criteria during a personnel action and may result in a negative outcome. (When noncollegial behavior affects the unit's ability to function productively, it should be brought up under the service evaluation criterion.)

4. Non-collegiality is normally a pattern of behavior. Verified and documented allegations of "repeated and unreasonable activity, or a severe non-collegial act" (Source PC 3.3), will be considered evidence of non-collegial behavior in the context of personnel actions. Concerns about non-collegial behavior must have been communicated in writing to the faculty member by the unit head before they can be brought up in a personnel action.

5. Academic misconduct, illegal activity, violations of GVSU's discrimination policy, or violations of academic integrity are a separate matter and should be addressed through proper discipline procedures.

See also the Collegiality Policy Statement in the President's Cabinet Policies [[PC 3.3](#)]

F. Contract Renewals, Promotion and Tenure Decisions

The process for personnel evaluations for contract renewals, promotion, and tenure decisions is outlined in the Board of Trustees' Policies [BOT 4.2.9](#).

See also the [Faculty Personnel Actions Workbook](#).

The unit head or designee(s) refers to the member or members designated by the unit to carry out the personnel review process, as specified in the Board of Trustees' Policies [BOT 4.2.10](#).

Evaluation Principles. The evaluation process is designed to create an open, uniform, and equitable procedure for the review of faculty by their peers. The central principle of this process is to have an informed, candid, and open, job-related discussion of the candidate in a unit meeting followed by a unit vote and written recommendation. This is accomplished by the following steps given in outline form (specific details for each step are in the relevant sections):

1. The submission by the unit head and the candidate to the unit of materials necessary for the action under consideration, including relevant Faculty Activity Plans and Faculty Activity Reports.
2. An agenda for a unit meeting based on the candidate's review materials and unit regular faculty's input after review of the candidate's materials. This input should address both the candidate's achievements and the writer's concerns as to how the candidate has addressed the criteria for review.
3. A unit meeting where the strengths and weaknesses of the candidate are discussed followed by a unit vote on the personnel action. The first motion for a vote on the personnel action under consideration is for the action (for renewal, for promotion, or for tenure).
4. A unit recommendation prepared after the unit meeting based on the discussion and written comments. This recommendation is submitted to the dean.
5. A review of the unit action by a College/Library Personnel Committee whose role is to:

- a. ascertain whether the unit has followed the procedures for contract renewal, etc.
- b. ascertain whether the unit has adequately discussed all the issues raised by the individual unit regular faculty of the unit about the candidate under discussion.
- c. determine whether substantive issues require the Committee to contradict the unit's recommendation.
- d. in the absence of a valid vote by the unit, to make a recommendation based on its own judgment.

Evaluation Procedure Flow Chart.

A Flow Chart of the evaluation procedure is available on the [Office of the Provost website](#).

FACULTY SALARY ADJUSTMENT PROGRAM

SG 3.08

Date of Last Update:

January 07, 2019

Approved By:

- University Academic Senate / Provost

Responsible Office:

Provost Office

POLICY STATEMENT

Faculty Salary Adjustment Program

Each year the Faculty Salary and Budget Committee (FSBC) recommends to the University Academic Senate (UAS) how funds, as available for faculty salary increases, are to be administered. The document wherein the resulting salary increase process is described is titled the Faculty Salary Adjustment Program. It is distributed to teaching members of the faculty during the initial stages of the process, usually by the end of the winter term.

The pool of available funds each year is characterized as a percent of current faculty base salaries, i.e., X.X% in the "generic" copy.

Questions about the process should be directed to your unit head. Suggestions for the improvement of the process should be communicated to your college's representative on the

Faculty Salary and Budget Committee as early as possible during the Fall Semester. The Committee considers revisions each year.

The Board of Trustees approves annually an increase in funds available for salary increments.

1. Fund Allocation.

a. 15% of the total increment funds available are retained by the Provost for special salary adjustments. All of these funds will be expended for these purposes.

b. 85% of the total increment funds available are allocated to the appointing officers. The current appointing officers are:

Dean of the Seidman College of Business

Dean of the College of Community and Public Service

Dean of the College of Education

Dean of the College of Liberal Arts and Sciences

Dean of the Padnos College of Engineering and Computing

Dean of the College of Health Professions

Dean of the Kirkhof College of Nursing

Dean of the Brooks College of Interdisciplinary Studies

Dean of the University Libraries

2. Range of Salary Adjustments

Recommendations for individual salary adjustments to the Provost must fall within the following ranges. These ranges are based on performance over the past academic year.

a. Less than satisfactory performance: 0 to 55%.

b. Satisfactory performance: 70% to 100%.

c. Exemplary performance: 105+%.

In addition, the Appointing Officer may also make a request for a special salary adjustment (see 3.c below) to the Provost. Adjustment by the Provost can result in individual salary increment percentages, based on the total increment funds, being higher for certain individuals.

3. Guidelines for Increments

a. Appointing officers are required to recommend salary adjustments to the Provost. The

appointing officer will consider the summary of peer evaluations as the most important factor in determining the recommendation for salary adjustment.

b. The Provost will consider individual salary adjustment problems that cannot be resolved within an appointing officer's allocation. Appointing officers must prepare written justification to support such requests.

c. The funds retained by the Provost (15% of total increment funds) are intended to address outstanding performance, extraordinary circumstances, and market conditions. These are allocated based on written requests from appointing officers for salary adjustments that cannot be resolved by the appointing officer's allocation and cases identified by the Provost which require special adjustment. In making these adjustments, the Provost should consider salary compression as an important factor. Promotional increments are not included in these funds.

4. **Evaluation Criteria.** Evaluation criteria for faculty performance reviews are specified in the Board of Trustees' Policies [BOT 4.2.9](#).

5. **Unit Peer Evaluation**

Peer evaluation is part of the salary adjustment process.

a. Every member of a unit will be given the opportunity to evaluate his/her colleagues based on the evaluation criteria unless a two-thirds majority of the faculty vote each year to waive that option. This decision must be communicated in writing to the appointing officer.

b. The unit head will collect relevant Faculty Activity Plans, Faculty Activity Reports, and current vitae not later than February 1. The faculty member is responsible for submitting these materials in a timely manner to permit peer evaluation to take place.

c. The unit head is responsible for distribution of these materials corresponding to the evaluation criteria in a timely manner to enable peer evaluation to take place.

d. The unit head shall summarize peer evaluations and forward such summary to the appointing officer. However, unit faculty peer evaluations of the unit head shall be sent directly to the appointing officer.

e. If peer evaluation does not take place, the unit head shall evaluate each faculty member against the evaluation criteria and transmit a recommendation to the appointing officer.

6. **Communication with faculty**

The determination of recommended salary ranges will ordinarily be completed by the end of the winter semester/term. However, the actual dollar amount of the range may not be determined by that time.

- a. Unit heads must communicate salary adjustment ranges and a summary of performance in writing to each faculty member by the end of the winter semester. The written performance summary will include the unit head's summary, in writing, of the peer evaluations (or the unit head's recommendations if peer evaluations are not done). The written performance summary will also discuss the faculty member's performance in teaching (or professional effectiveness), scholarship, service and significant focus as it relates to teaching, scholarship, and service as reflected in the FAP and FAR, and will, for tenure-track faculty who are untenured, address any departmental concerns regarding contract renewal, tenure, and promotion. The unit head will also discuss each faculty member's performance for the past year in a personal meeting held ordinarily by the end of the winter semester/term.
- b. Appointing officers are required to see that faculty members are advised of their recommended salary adjustment and this recommendation should be communicated to faculty by the end of the winter semester/term.
 - i. For tenured faculty members, written justification is not required for recommendations within the satisfactory range. However, appointing officers must prepare a written justification to the Provost to accompany salary adjustment recommendations in the ranges for "less than satisfactory performance", "exemplary performance," and "special salary adjustments." A copy of the justification for these adjustments needs to be provided to each affected faculty member ordinarily by the end of the winter semester/term.
 - ii. For tenure-track faculty members who are untenured, written justification is required for recommendations in all ranges. Appointing officers must provide a written justification to the Provost to accompany all salary adjustment recommendations, a copy of which needs to be provided to each faculty member ordinarily by the end of the winter semester/term.
- c. If the actual dollar amount of the increment is known at this time, this will also be communicated by unit heads. This is in addition to, and does not replace, the annual salary letter.
- d. The annual salary letter will communicate both the percent and actual dollar amount of the salary adjustment, including a breakdown by category of adjustment (merit, promotional increment, and special salary adjustments). This letter will be mailed to faculty when the actual dollar amounts are known.
- e. The annual salary letter will also communicate both the percent and actual dollar amount of the total faculty salary adjustment as compared to the previous year.

7. Appeals.

Faculty who disagree with the salary adjustment may appeal using pertinent supporting material according to the procedure specified in the Board of Trustees' Policies [BOT 4.2.18](#) .

8. Promotional increments.

As provided in the Board of Trustees' Policies [BOT 4.2.20](#), faculty who are promoted shall receive, in addition to their regular salary increase, the indicated promotion increment or no less than the minimum of the salary range of the new rank if the combination of the regular increase and the promotion increment fall below the minimum.

Refer to the [Promotional Increments table](#).

FACULTY COMPENSATION SCHEDULE 2017-18

SG 3.09

Date of Last Update:

January 07, 2019

Approved By:

- University Academic Senate / Provost

Responsible Office:

Human Resources

POLICY SCOPE

Faculty Compensation Schedule *[Provided by Human Resources]*

Refer to the [Faculty Compensation Schedule table](#).

The objective of the University's compensation program is to attract, retain, motivate and reward faculty fairly, equitably and competitively. The University is committed to fair and equitable compensation that compliments the responsibilities of the position and the performance of the incumbents.

Compensation rates are set based on market data for similar positions within regional and/or national markets with sensitivity to internal equity. Faculty positions have a minimum range only. Market averages are provided annually to each appointing officer for each discipline by rank.
